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• In the Record •

Patent Policies for Employees

It's been rather general experience that whenever the law is involved nothing is simple. And patent policies for employees are no exception to this. You might think that an invention made by an employee on company time would automatically belong to the company. But no, this in itself is not the basis for true ownership. What is needed is a special assignment agreement—and this is the device most companies are using to assure their ownership of employees' inventions.

This does not mean that there is no special recognition for the employee. Often there is. But many inventions are the work of a group rather than a single individual.

You will find these problems, as well as many others, dealt with in the story on the next page, "Patent Policies for Employees."

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What Happened in Steel

The steel strike was so long with us, and charges and countercharges so much a part of the daily news, that it is hard to keep straight just how the actual settlement differed from what the union originally demanded and what the WSB recommended.

"Steel Settlement vs. WSB Recommendations," starting on page 303 takes care of this. In clearest terms it shows just how these three factors—demand, recommendation and settlement—compare.

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It's Time for Coffee

It looks as though that upstart custom—the mid-morning coffee habit—is here to stay. Like it or not, many companies are finding it doesn't pay to hide one's head in the sand and just pretend it isn't so. The problem is: how do we deal with it?

The answer to this is as varied as the character of the companies that were surveyed. Some still say "nix"; some are resigned to toleration; and some positively espouse the custom and supply coffee free.

Of course, whether mid-morning coffee is a major nuisance

or a major morale builder is still debatable, but the experiences of various companies that have come to grips with this problem should be of help to any management group that is considering or reconsidering the coffee habit.

To get the facts and the theories behind them, a detailed examination was made of the coffee snack in a number of companies. Such things as timing, use of physical facilities and general approach were examined. It's all set down, starting on page 297, in "It's Time for Coffee."

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Anti-Sabotage Plans

Protecting American industry from Communist sabotage is a problem which has assumed increasing importance since the last war—and given rise to a number of anti-sabotage plans. Individual businesses are faced with the job of developing the plan that is most effective and workable for them.

But whatever the plan, the consensus seems to be that company security must be based on grass-roots cooperation. In other words, it's the worker who is head man in combating the sabotage threat right where it usually occurs—among the rank and file. And it's the supervisor who is in the best position to woo his cooperation. Personal talks, pamphlets, posters, training and retraining are some of the approaches used.

See "Building a Security-Minded Work Force," on page 300.

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Prices Two Years After

After two years of the Korean war, a reading on prices to consumers shows that there has been an 11.5% advance. Most of this increase occurred from June, 1950, to June, 1951. But the upward pressure on prices is still considerable, and the consumer's dollar now stands at a record low in terms of purchasing power. The article beginning on page 312 describes what has happened to prices in this two-year period since South Korea was invaded, pointing out what commodities and services have accounted for the bulk of the rise. In addition, the regular monthly review of wage and employment statistics discusses the current situation with some attention given to recent wage settlements.

Patent Policies for Employees

The important problem of how companies protect their rights to inventions made by employees is surveyed here

THE RELATION of employer and employee, according to well-established law, in and of itself gives the employer no rights in inventions made by the employee. If the employee invents something applicable to the company's business, the employer may acquire at least a "shop right"—the right to use the invention without paying royalty or other consideration to the employee. But a shop right merely protects the employer from liability for infringement damages. It does not give him assignment of the invention and the patent covering it—which constitute true ownership.

However, companies have found a simple device for acquiring such ownership in a statement to be signed by the employee whereby he agrees to assign inventions made during his employment to the company. Such a written contract between the employer and the employee constitutes clear, legal protection of the employer's rights.

Agreement forms used by companies differ widely in wording, coverage and scope. Even many of the basic requirements vary, according to the needs, experience and nature of the particular company involved. Sample agreements are shown on pages 316 and 317.

To see what current company practices are on assignment agreements and other policies affecting employee patents, THE CONFERENCE BOARD surveyed forty-eight large companies, examined a number of varied employee assignment agreements and noted clauses in union contracts dealing with employee inventions. The results of this investigation, given in detail below, reveal little unanimity of practice among the companies. However, they do offer some idea of present thinking on this problem in the companies surveyed.

THE ASSIGNMENT AGREEMENT

Forty-three of the forty-eight companies participating in the survey require some or all of their employees to sign a patent assignment agreement as a condition of employment. Of the five companies which have no such agreement with their employees, two explain that while no formal written agreement exists, there is an understanding that inventions made during the course of employment on company time or in which the company has an interest shall be assigned to the company.

Technical (research and engineering) employees, as might be expected, are generally called on to sign patent agreements since they are by far the most likely to make patentable inventions of interest to the company. All of the forty-three firms that have agreements require that such personnel sign.

In addition, many other classes of employees are also asked to sign the patent agreement. In fact, wherever one of the cooperating companies has reason to think that an invention might arise, it usually protects its rights by covering the employees who would be involved. Consequently, in nineteen of the forty-three companies, executives and supervisors sign the agreement; eleven companies cover service and sales employees; one covers production employees. Ten companies require all their employees to sign.

Eleven companies which include "other employees" among those who sign patent agreements list accountants, draftsmen, shop methods men, and patent attorneys. Seven of these companies do not specify the employee categories, but indicate that any employee whose work "might lead" to inventions is asked to sign a patent agreement.

A clause in the agreement of one company, in which only technical personnel are required to sign, releases the employee from the obligations of the agreement if he is transferred to an occupation where he is not hired to invent or normally expected to invent.

Duration of Agreement

About three fourths of the companies with agreements in the survey—thirty-three out of the forty-three—state that the agreement expires at the termination of employment. This statement, however, needs further interpretation. It means that the agreement covers inventions made by the employee during the course of his employment with the company and does not cover inventions made after he has left the company. The obligations which are part of the assignment agreement, however, are not always terminated with the termination of employment.

For instance, assignment agreements usually bind the employee to execute all necessary papers and perform all other acts necessary to secure the patents for inventions made during his employment. Since these legal steps very often extend over a long period of time, the company's rights are still protected, even

though the inventor may no longer be employed by the firm.

A typical clause in an agreement which covers this point reads as follows:

"(It is agreed) . . . whenever requested so to do by the employer, the employee shall execute any and all applications, assignments and other instruments which the employer shall deem necessary in order to apply for and obtain letters patent of the United States and foreign countries covering said improvements or inventions and in order to assign and convey to the employer or its nominee the sole and exclusive right, title and interest therein. These obligations shall continue beyond the termination of the period of employment with respect to improvements or inventions conceived or made by the employee during the period of said employment, and shall be binding upon his assigns, executors, administrators or other legal representatives."

On the premise that any invention made by an employee immediately after leaving the firm's employ was conceived or developed during his employment, ten companies bind their employees, via the assignment agreement, for a given period of time after termination of employment. Four companies hold the rights to employees' inventions for a period of six months after employment; four for one year; one for two years; and one did not indicate the length of time.

Scope of Agreement

Exactly what inventions of the employee the agreement protects is another point of variance among the forty-three companies. Agreements of ten companies cover all inventions made during the course of employment. The remaining thirty-three companies, however, claim title only to those inventions related to or coming within the scope of the company's business. One company has an arrangement whereby it has the right of first refusal on inventions outside the company's immediate activities.

A stipulation which exempts inventions of the employee made before he came to work for the company is becoming increasingly common in assignment agreements. A list of all such inventions protects both employee and employer and prevents misunderstanding or unpleasantness.

A paragraph in an agreement, representative of several noted in the survey, reads:

"As a matter of record, I have given below a complete list of all unpatented inventions including a brief description thereof, which I made or conceived prior to this agreement and which are not to be included in this agreement, and I covenant that this list is complete."

COMPENSATION FOR PATENTS

Many employees who invent are hired specifically to make some improvement, and are financed through many failures and unprofitable undertakings. They are provided with laboratories and facilities for experi-

Compensation Paid for Patent Assignments in Twenty-two Companies

Method of Compensation	Number of Companies
Fixed amount per invention	17
\$150	1
\$100	6
\$ 50	6
\$ 1	4
More liberal salary increases	11
Royalties	3
Percentage of income from use of invention	1
Other	3

mentation, and at the same time compensated throughout their research. Since many inventions of the research laboratory represent the work of many highly trained people, rather than a single inventor, the employer feels that to choose one person for additional compensation is not warranted when a meritorious idea reaches fruition.

The philosophy underlying this attitude has been stated by one company in an adjunct to its assignment agreement:

"Employees who are asked to sign this agreement are those whose employment may bring them in touch with problems which are from time to time presented to the employer for solution and also in touch with efforts which are being made by various engineers employed by the employer or associated companies to solve these problems. Without an agreement to assign inventions along the lines of the activities of the employer and its associated companies, it would be impossible to put these men into such relation with the employer's activities or the activities of its associated companies and bring them into free and open relation with those engineers who are regularly assigning inventions to the employer or the employer's associated companies."

"While the employer holds out no promise of additional compensation for assignment of inventions, the employer's policy is to recognize all service of whatever nature by proper adjustment of the salaries of employees, by advancement in opportunity and responsibility, and otherwise. Inventive ability in general is recognized as an element of value just as designing ability, executive ability and similar abilities are recognized."

Survey Results

Nevertheless, employees in twenty-two of the forty-eight companies surveyed are paid compensation in addition to their regular salary in consideration of the patent assignment. Seventeen of these twenty-two companies receive this compensation in the form of a fixed amount per invention: one company pays \$150; six companies pay \$100; six pay \$50; and four pay \$1. The latter sum, of course, is more in the nature of a legal consideration than additional compensation. The thirteen companies which pay more substantial sums generally split the amount, paying part on application for the patent, and the balance when the patent is issued. (See table above.)

Eleven of the twenty-two companies also give additional compensation through more liberal salary increases. Three companies recognize meritorious inventions by bonuses: one includes it in the semi-annual discretionary bonus, and two arrive at the amount by bonus plans already in effect for such purposes.

One company gives the employee-inventor 10% of income derived by the company from use of the invention by others. Three aircraft companies are the only ones participating in the survey that grant royalties from issuing licenses under the patent. These three royalty plans pay as follows:

Company A

30% on first \$1,000
25% on second \$1,000
20% thereafter
(No % on company use)

Company B

30% of first \$10,000 net
20% of next \$10,000
10% of next \$50,000
5% of all above \$70,000

received by company after cost of exploiting and protecting the invention has been deducted

Company C

After all expenses,
50% of first \$1,000
30% of next \$1,000
10% thereafter

Special Award Plans

Special award plans are in effect in several companies to stimulate employee-inventors and to give recognition to specially meritorious disclosures.

One company, through a committee, selects the two best inventions made each year and pays the respective inventors \$500 each as awards of merit. (The sum is divided equally in the case of joint inventors.) The committee further chooses the most beneficial invention during a five-year period for a grand award of merit of at least \$1,000.

Another company's plan provides that from every fifty inventions received each year, a patent disclosures committee will select the "most meritorious," whose inventor will be awarded \$200. (Where two or more inventors are involved in the same disclosure, a total of \$300 is divided equally among them.) In this company, too, special awards, as high as \$5,000, are made for inventions that have proved of outstanding commercial value.

Other companies make special awards for inventions through bonus plans which recognize outstanding service.

Compensating the Ex-Employee

Just as the employee's obligations under the agreement may not end with the termination of his employment, so the employer may have responsibilities to the employee which extend beyond his employment.

Particularly in the case where royalties are paid, or where the company makes final payment for an invention on the issuance of the patent, it is possible that the employee may no longer be with the firm when such compensation is due him.

If the employee cannot be located when payment is to be made, complications may arise in later years, either from him or his heirs. To prevent this possibility and to protect themselves from future legal difficulties, many companies have clauses defining and limiting their responsibilities in such cases. A clause in one company's agreement reads as follows:

"The employee shall receive his share of all money as provided above whether or not he remains in the employ of the company; provided however, that if the employee shall leave the company, he shall advise the company in writing of the employee's address to which said share of moneys due to said employee may be mailed. In the event that the employee cannot be found at the address designated by him in writing, as aforesaid, or at any other address of which he may notify the company in writing, the company shall be under no duty to locate said employee and may retain said moneys due to him until demand is made therefor by said employee, his heirs, personal representatives, or other persons lawfully entitled thereto. All moneys due to said employee which shall not be claimed as aforesaid within two years after the same shall become due and payable shall revert to the company, and shall be and become its sole property, free from any claims of the employee or any other person claiming under him."

RELEASING RIGHTS TO INVENTIONS

Not infrequently a company becomes the possessor of an invention which it does not plan to patent. In such cases, the employee may request a release of the company's assignment rights in order to exploit the invention himself. Of the thirty-nine companies that replied to the survey question on their policies in this matter, twenty-three indicated that they do release rights, eight do not release, and eight have no fixed policy.

Many of the companies, however, commented that policies in this regard are not absolutely rigid. There is a tendency to treat each case on its individual merits when deciding whether or not to release. Even where companies do release their assignment rights, most retain a shop right or have a nonexclusive, royalty-free license reserved to the company.

Two companies with liberal release policies said that they help the employee obtain a patent by giving him assistance in patenting and assigning methods.

Several companies have a release clause written into their assignment agreement. One such clause reads:

"If the company shall fail to elect in writing that it desires to prosecute a patent application on any invention or improvement specified in paragraph 1 hereof within nine months following the complete disclosure thereof to

(Continued on page 316)

IT'S TIME FOR COFFEE

Some companies are changing their attitudes toward the mid-morning coffee snack. Here is the picture on how this custom is now being handled.

THE THEME SONG is changing. "How can we curb it?" is giving way to "What's the best way of handling it?" And the "it" refers to that mid-morning habit—the coffee break—a fast-growing custom which is helping to boost coffee into the number one United States import spot.¹

Of course this isn't a universal trend. There are still plenty of firms which say "nix" to the second breakfast idea. But others now view with wide-open eyes a practice which they formerly vetoed or allowed to exist only in surreptitious fashion. Some, in fact, go so far as to furnish the beverage free at considerable cost per year.

It should be pointed out, however, that acceptance of the custom does not necessarily signify approval. It may simply mean giving in to the inevitable—and it often denotes an endeavor to have organized procedure replace the helter-skelter coming and going of employees who manage to finagle the time for the mid-morning cup of coffee.

The change in sentiment with relation to this custom is revealed by comparing one company's former regulations to its present practice. The following statement is taken from the firm's employee handbook of several years ago.

"A normal business day at [company] has only seven hours in it. And work must go through the organization at an uninterrupted pace all through the day. That is why we ask you *not* to slip out for breakfast or coffee during business hours. It holds up other employees who need you; it wastes their valuable time; it hampers efficiency all along the line. So—

"Have your breakfast before you come to the office, which means *before 9 o'clock*.

"And, except when you have lunch sent in, do not send out for coffee during business hours."

Today, that company is one of many which have coffee and rolls brought into the office by an outside catering service for employees to take if they so desire.

HOW THE COFFEE BREAK IS HANDLED

Firms are managing the coffee project in a variety of ways. The custom of having restaurateurs or caterers bring the beverage to the work site is increasingly popular in larger cities. But where companies have

¹ In 1951, the United States imported \$1,361 million worth of coffee.

cafeterias, they are, of course, the suppliers of the morning coffee.

In small concerns, the coffee is sometimes brewed on the premises over a hot plate located in a recreation or other available room. Or it may be only a department custom determined by the whims of the individuals concerned. Some companies which lack cafeteria facilities provide coffee rooms to serve the beverage.

Then there are the vending machines. Just as soft drinks and milk can be obtained in this way, so can coffee. These are often a happy solution for companies where no time can be designated for coffee breaks. Individual workers can service themselves from these machines as their work schedules allow. Many offices as well as plants have installed such machines.

Although some companies have coffee brought to the premises in an effort to keep employees within call, others point out they do not care where the workers have their coffee just so they stick to their allowed rest-period time. It's the employee's rest period to use as he sees fit, they figure. If it is his desire to slip around to the corner luncheonette and gulp the steaming brew in haste, it's his tongue that gets burned. These firms usually point out that it's up to the supervisors to see that the custom is not abused.

This mid-morning coffee habit isn't limited to non-supervisory workers. Often the "top guys" step out of their offices around the hour of ten for a cup of coffee.

COMPANY COMMISSARIES TAKE OVER

When companies have cafeteria facilities on the premises, employees usually go to the cafeteria for their morning coffee and rolls. These migrations from offices and plant are usually on a staggered schedule to avoid congestion in the cafeteria and to provide some coverage for telephones and work stations. But sometimes there is a different arrangement—even when a company has cafeterias. A commissary may bring the coffee to the employees, as in the plan adopted by the Prudential Insurance Company of America.

Prudential's System

This company has custom-tailored its own system. The commissary guides the project but does not serve the coffee in the company cafeterias. Instead, it has set up forty-five coffee stations throughout the seven buildings which house Prudential's home office in Newark, New Jersey.

Here is how the daily coffee break procedure works. Coffee is brewed in a large urn in the basement kitchen. Individual urns are then filled and, along with sugar, pastries, paper cups and spoons, are placed on carts. These are wheeled through tunnels which connect the buildings and are then conveyed by elevators to the respective stations. A commissary team brings the coffee supplies to the stations, and one attendant remains at each station to serve the coffee, sees that supplies are replenished as needed, and keeps the area neat and spotlessly clean. Urns are left at the stations for approximately an hour and a half to allow time for everyone to be serviced without congestion and rush. Employees go to the coffee tables and bring their "second breakfast" back to their desks.

Shortly after 10:30 a.m., the coffee tables are cleared. At the same time, porters empty the various waste containers where used cups, napkins and wooden spoons have been discarded.

The service is provided at cost. About 50% of the approximately 11,000 employees participate. During a four-month period, 22,700 gallons of coffee were downed and 313,200 pastries eaten.

Second Breakfasting in a Minneapolis Cafeteria

The menu for the morning kaffeeklatsch is sprightly in the cafeteria at Foley Manufacturing Company in Minneapolis, Minnesota. There one can have a varied choice of fruit juice, milk, tea, coffee, rolls, toast, doughnuts and cookies. All of the company's three hundred employees, both production and office people (employees are called associates at Foley Manufacturing), are given ten-minute breaks morning and afternoon. This coffee break started twelve years ago when plant workers visited neighboring luncheonettes. Not until five years ago, when the company moved to its new building with cafeteria service, were the formal rest periods for office workers put into effect.

The morning coffee break is staggered, three periods being scheduled for plant employees and two for office workers.

Although cafeteria facilities are provided during the afternoon rest period, the majority of plant workers do not use them, so only one afternoon break is scheduled for that group. Two afternoon periods are still required for the office workers.

When a second shift is employed, the company provides free coffee for workers during their two break periods and for their lunch, even though the cafeteria does not operate at night.

Michigan Mutual Liability Company

Coffee is available at 5 cents per cup in the new cafeteria that opened in April at the Michigan Mutual Liability Company in Detroit. Sweet rolls are also provided. This cafeteria is one of the facilities offered to

employees on the ninth floor of the new nineteen-story building that was built by the company and ready for occupancy last fall. The whole ninth floor is given over to employees.

Simultaneously with opening the cafeteria, it was announced that persons would not be permitted to leave the building for refreshments during their rest periods. Bulletins were released to employees announcing the schedule of staggered fifteen-minute rest periods which would permit control of the elevator rush to and from the cafeteria and lounge area and which would keep office routine from being disrupted. The schedule releases one half of the employees at a time on each floor.

A Mobile Unit Helps Out

Both cafeteria facilities and a mobile unit are used to provide morning coffee to employees of S. C. Johnson & Son, Inc. at Racine, Wisconsin. All office and production workers can satisfy their yen for the mid-morning refreshments at the cost of 12 cents for coffee and a roll. Rest periods are staggered and are provided both morning and afternoon.

Studebaker's Arrangement

Employees in the administration building of the Studebaker Corporation at South Bend, Indiana, can obtain coffee and other beverages as well as rolls, doughnuts and snacks in the building cafeteria. Morning and afternoon rest periods are provided; and to avoid lineups, three consecutive periods of ten minutes each are arranged twice daily.

Although Studebaker production workers have rest periods, there are no cafeteria facilities available. They either bring in their refreshments or obtain them from independently owned mobile units which tour the buildings at certain hours. Facilities for cold drinks are provided on the premises.

Special Coffee Urns Speed Service

The coffee urns at the cafeteria of Northwest Airlines' overhaul base in Holman Field, St. Paul, have been especially designed for this company. They simplify the coffee-pouring procedure and save the time of cafeteria personnel. The usual arrangement is to have urns with spigots for coffee pouring on the same side as the controls for making the coffee. That side, of course, faces the cafeteria attendant. These urns, however, have been designed with additional spigots on the customers' side. The spigots have spring-tap releases and shut off automatically. A customer can quickly serve himself by pushing his cup against the spring tap release.

Everything at this cafeteria is designed to save time and labor. An employee doesn't bother with a saucer. He takes the cup and spoon, helps himself to the coffee, cream and sugar, picks up a roll in a paper

napkin, and walks to a table to have his snack. On the way out of the cafeteria, he places the cup and spoon on the used dish counter and tosses out the paper napkin.

There are 1,000 maintenance crew workers and 400 office workers at this overhaul base. Some begin the day's operations at 7 o'clock so ten-minute rest periods start at 8:55 a.m. and continue at five-minute intervals until 10:15. Similar breaks are provided in the afternoon. A buzzer system keeps the traffic moving smoothly for the sixteen morning relays, and the white-coated maintenance workers as well as office workers pass in and out of the cafeteria in an unhurried and unharried manner.

Free Coffee for Bank Employees

From 10 a.m. to 2:30 p.m., employees at Waterbury Savings Bank, Waterbury, Connecticut, get free coffee, tea and milk. If they work overtime or stay for American Institute of Banking classes, they can still have free coffee but must brew it themselves in the electric coffee maker which is provided.

The beverages are available between 10 a.m. and 2:30 p.m. in the cafeteria-kitchen arrangement provided on the bank's third floor. This whole floor has been given over to employee facilities. A woman attendant prepares the coffee and employees help themselves. There is a charge for crullers and muffins which are furnished by an employees' committee.

A fifteen-minute rest period, the time depending upon the employee's lunch hour, is scheduled by department supervisors. Those going to lunch at 11 o'clock have a rest period between noon and 2:30. Employees having a 1 o'clock lunch hour usually have a rest period between 10 and one o'clock. Those whose lunch hour begins at noon have their choice of a morning or afternoon rest period.

The cost to the bank for free beverages which are served to about a hundred persons was \$704.04 during the first quarter of 1952.

Employees Won't Go Broke Here

A mid-morning choice of coffee or milk with doughnuts for only 5 cents is offered to employees of the Ministers Life and Casualty Union in Minneapolis, Minnesota. And coffee, hot tea or ice tea is served with cookies for a free 2:30 p.m. snack.

This company's offices are in a converted mansion, the kitchen and dining-room facilities having been kept intact so that mid-morning and mid-afternoon snacks as well as lunches can be served employees.¹

Different Terminology for the Coffee Break

If the workers at McCormick & Company, Inc., Baltimore, Maryland, switch their mid-morning bev-

¹ See "When the Cook's Away," *Management Record*, August 1951, p. 311.

erage habit from coffee to tea, they can have the drink free. If they stick to coffee, the cost is 5 cents per cup. This is because tea is one of the company's products. The ten-minute morning and afternoon rest periods are, accordingly, termed "tea breaks." If the employees prefer their tea unsugared, they prepare their own. Vending machines supply 5-cent packages of cookies, crackers and candy.

The company prefers that the tea and coffee be served in the cafeteria rather than in the work area because of the nature of its business as a food processor, and because the act of leaving the work area is felt to provide more diversion and relaxation.

Since it is only four floors by elevator from the farthest point in the building to the cafeteria, ten minutes are found to be ample time for the tea break.

The company finds that the morning and afternoon breaks have real value from the standpoint of employee morale and increased output. This is how a company representative sums up the situation:

"While every effort is made to provide excellent working conditions, packing and line work is, at best, fatiguing and boring. These short breaks in each four-hour stretch have a relaxing and energizing effect."

COFFEE ROOMS ARE PROVIDED

Cafeteria facilities are not always available to employees. Yet there are some companies which like the idea of having the coffee served from one central distribution point rather than having it delivered to the work stations. This preference is frequently popular among companies which serve free coffee to employees. To take care of the problem, such firms provide coffee-rooms where the beverage is either prepared or delivered by an outside distributor. Lounges sometimes serve the purpose.

Coffee Greets the Chilled Traveler

A company with a coffee room is Electric Windings, Inc., Chicago. This concern goes all out to provide free coffee for its employees. In addition to providing a coffee room and free coffee during the morning rest period and lunch hour, the company has introduced a new wrinkle. During extremely cold winter weather, it offers coffee early in the morning for workers who have become chilled while traveling to work in the windy city.

For five hours a day, a woman is employed to prepare and serve the coffee. Both office and factory personnel participate so that at peak periods up to 200 persons are participating.

There are seats in the coffee room for those desiring to remain. Otherwise workers return to their work stations with the coffee. Although employees may have any number of cups of coffee, they usually take only one. The company stands all expenses except those

(Continued on page 318)

Building a Security-Minded Work Force¹

IN MOVING to tighten security programs against subversive activities, companies find that the effectiveness of their plans depends upon two things:

- A security-minded management with an alert supervisory force.
- An employee group alerted to security responsibility.

Employee participation is essential to plant security programs. This is a point stressed by all company security officers. In their words, "Security is the business of *all* employees. Without it, no amount of policing, guarding, or fencing will produce good plant security." Training and retraining, minding and reminding, are needed to make employees security conscious. In short, it takes a large-scale selling job on both management and rank and filers.

ALERTING MANAGEMENT

A number of industrial security officers have said frankly: "We frequently cannot get management to go along on our recommendations. There is a reluctance to spend money on security measures. Supervision too often thinks security is a nuisance."

Though infrequent, these attitudes have forced security officers to wage a vigorous "alerting" campaign among various levels of management. Executives in charge of security state that plant managements go along with security recommendations more readily if they are designed to fit into existing conditions and if they do not create special organizations or new jobs. So, whenever possible, security officers set up security functions that dovetail into existing jobs. They find this approach both sound and easy to sell. And it has the advantage of creating a permanent organization, not one that runs hot or cold depending on events in Moscow, Panmunjom or elsewhere.

Supervisors and foremen are the key to successful plant security programs, according to cooperators in this study. First-line supervisors are best acquainted with the rank and file. They usually know pretty well the associations and home life of the men under them. They have intimate knowledge, or should have, of everything that goes on in their departments. Unless

¹This is the second article in a series on company security programs. The first, "Tightening Company Security," appeared in the June, 1952, *Management Record*. This article presents the highlights of one chapter of a forthcoming report in THE CONFERENCE BOARD series, *Studies in Business Policy*, which gives an account of security practices being followed by industry today.

this group is sold on the need for security, an effective program is almost impossible.

Alerting supervisors has meant "educating" them to be aware of security needs, to be able to recognize and help correct violations, and to guide the rank and file in security observance.

Devices used to alert plant management and supervision to the need for new and better security requirements are numerous. The most frequent is a series of memorandums or letters, signed by the president or a top official of the company, sent to all managers and top supervision. Lectures and discussions on security and foreman conferences play a large part. Films, booklets and pamphlets add to the campaign.¹

An example of the memoranda that are used to kick off campaigns to make the foremen security conscious is given below. In this particular case it was followed up by a series of conferences on specific security points.

"Subject: Sabotage
"To: All Foremen

"The declaration of a state of national emergency justifies calling to your attention the possibility of sabotage within our plant and of the need for foremen to guard against it. Since productivity is our country's first line of defense, it would be a serious mistake to think that our enemies will not consider ways and means of wrecking that productivity. It would also be very poor judgment for any of us to decide that it couldn't happen here.

"Industrial sabotage is a most effective weapon and a weapon that works in a variety of ways. It might be committed by openly destructive methods such as fires, spoiling work, damaging equipment, or it might be accomplished quite as effectively through lies, propaganda and rumors. The industrial saboteur will use any means which he thinks will destroy our ability or will to work and fight.

"The law enforcement agencies will do all they can to prevent sabotage. In the matter of industrial sabotage however, your help is particularly needed. Indeed, the help of every worker in the plant is necessary to good security.

"Next week's foremen meeting will be devoted to an analysis of security in your department. Look around and see what can be done to improve security—bring in your recommendations."

WHAT THE FOREMAN CAN DO

Translating security consciousness into constructive action requires guidance. The following points are

¹The Department of Defense has developed a number of excellent security films. They are available usually without charge on request from the Army or Navy Area Continental Commands.

recommended by security personnel as specific "can do's" to stress in the foremen group meetings:

1. Report immediately to the superintendent's office any act which is considered suspicious or harmful to the plant or production. Be discreet, don't become an alarmist. On the other hand, don't fail to report a matter out of fear of being labeled an alarmist. All reports should be held confidential. When in doubt, report.
2. Do not allow a production "slowdown"—do your job.
3. Observe plant rules and see that subordinates do the same. Rules are for the good of all.
4. Be alert. You might detect something that might endanger the lives or earnings of fellow employees.
5. Know at all times the condition of tools and equipment. Watch for signs of breaking down or tampering.
6. Give increased study to the new worker who has not yet learned the importance of being safety minded. Carelessness may threaten the safety of others; it might also be deliberate.
7. Report any series of delays which seem needless.
8. Be particularly careful in the handling and storing of inflammable materials. Never permit a fire exit or any other exit or entrance to be blocked.
9. Challenge all strangers in or around the plant who do not seem properly identified.
10. Avoid talking to strangers. Careless talk may cost lives. Remember gossip and rumors are also tools of the saboteur.
11. Know the rank and file—not only their work habits and attitudes, but facts about their personal lives and associations.
12. Maintain good supervision relationships with the workers. A spirit of mutual cooperation between you and your men is your first duty—it gets the job done, whatever the job.

ALERTING THE WORKERS

If the foremen and supervisors are the key to a company's security, the employees themselves are the lock. Winning their active participation in a company's security program demands a positive approach, according to those who have tried it. "Tell them what they can do for security."

Most security education programs cover certain large areas that all employees should know: the nature of the Communist threat, the nature of subversive activity and sabotage, and the company's security program. The more detailed analysis of these large points presented by the individual company depends upon a number of factors: whether the company is doing classified government work; its location both strategically and product-wise in the defense effort; the type of community in which the company is located; the company's labor turnover; the company's relations with the union; and the political leanings of the union itself. Among the many elements discussed in company programs are the following:

1. The Company's Over-all Security Program

- Statement of company policy on security matters.

- Meaning of plant security to the employee and his job.
- Explanation of the plant security organization—personalities, functions and responsibilities.
- Explanation of the employee badge and pass systems, including violations, fines, etc.
- Explanation of visitor pass and identification procedures.
- Explanation of security regulations for handling classified material.
- The job of the plant protection department.
- Statement of safety rules and regulations and their importance to the company's security.
- Fire hazards and precautions.
- New plant protection measures such as new lighting, restricted area, badges, fences, etc.
- The role of the FBI in plant security.

2. Communism and Subversive Activities

- The American way of life.
- The Communist way of life.
- The Communist threat in America.
- Types of sabotage and their prevention.
- Subversion tactics and their motives.
- What is espionage and the employees' part in its prevention?
- The espionage laws, and violations and fines thereunder.
- "Button the lip and don't talk" posters.

3. Emergency Protection Measures

- Protection from A-bomb attack.
- Panic prevention in times of emergency.
- Participation in company and local civil defense activities.
- Civil defense training for plant and home use—first-aid pointers, fire fighting, protection from radioactivity, etc.

Of course the extent and number of topics discussed with employees by any one company depend upon the scope of its security program.

THE SECURITY-MINDED INDIVIDUAL

The wartime custom of presenting each employee with a security booklet or letter outlining his job in security is being revised by some companies. Frequently a record is kept of the date and name of the employee, together with his signature attesting to having read and understood the material presented.

Security officers report, however, that reading and signing security agreements are too often a matter of form. They recommend checking to see that he knows what he has signed. A security officer in one plant gives this procedure that he follows:

"A potential employee is first investigated. He is then

(Continued on page 322)

Steel Settlement vs. WSB Recommendations

After a fifty-three-day strike, the steel industry and the CIO Steelworkers reached agreement in the President's office on July 24.¹ Thus ended a labor dispute that kept the country on tenterhooks since the previous contract's termination on January 1. The dispute went through all government processes (except Taft-Hartley) only to culminate in a bitter, crippling strike. The union struck on June 2 to secure in full the March 20 recommendations of the government's Wage Stabilization Board. The strike settlement's economic terms, claims the steel industry, were virtually the same as agreed to in bargaining sessions

held a month prior to the settlement. But the road-block, according to steel spokesmen, was the union's demand for "compulsory union membership."

At the time of the strike settlement, Benjamin Fairless, president of the United States Steel Corporation, and Philip Murray, president of the CIO Steelworkers' union announced that they would make a joint tour of the corporation's plants for the purpose of promoting a more harmonious relationship.

How the strike settlement compares on major points with the union's demands and the WSB's recommendations is set forth below.

WAGES

Strike Settlement: A wage increase retroactive to March 1, 1952, of 12.5 cents an hour, plus an increase in the increment between job classes from 5 cents an hour to 5.5 cents. (Since there are thirty-two job classes, this means that over and above the general wage increase, there is an additional wage increase ranging from zero for the lowest job-class workers to 15.5 cents for the top job-class workers. Workers in the top job class will thus get a 28 cents an hour increase. The cost of this increment is estimated to average 3.5 cents an hour. This with the 12.5 cents across-the-board increase gives an average over-all increase of 16 cents an hour.)

The new agreement is "to run to June 30, 1954, reopenable by either party as of June 30, 1953, on the subject of general adjustment of wage rates only, with the right to strike or lockout after June 30, 1953, upon appropriate notice."

A corollary strike settlement agreement was signed by the union and the Oliver Iron Mining Division of the United States Steel Company. This also provided that "the existing differential between iron ore wage scales and steel plant wage scales, in the same respective job classes, shall be eliminated in part as of the end of the strike and the balance as of July 1, 1953, the amount to be eliminated at the end of the strike to be negotiated."

The last increase, negotiated December 1, 1950, provided a 12.5 cents an hour increase plus a .5 cent jump in the increment between job classes—from 4.5 to 5 cents an hour—making an over-all December 1, 1950, increase that averaged 16 cents an hour.

WSB Recommendation: A general wage increase of 12.5 cents per hour retroactive to January 1, 1952; an additional wage adjustment of 2.5 cents per hour, effective July 1, 1952, and another 2.5 cents per hour effective January 1, 1953. These were to be the only general wage adjustments allowed for the contract's eighteen-month period, which was to expire June 30, 1953. The question of whether to use any part of these general wage increases to raise the increment between job classes was left to the parties for decision.

Union Demand: A 15 cents per hour general wage increase, plus an increase in the increment between job classes from 5 cents to 5.5 cents, effective January 1.

¹ The strike settlement between top union officials and the big basic steel companies was actually reached two days after the meeting with the President. A last-minute hitch developed over the terms of the iron ore miners' strike settlement. This was worked out July 26 and the Steelworkers' union sent out telegrams officially terminating the strike. Therefore it was fifty-five days after the beginning of the strike before the men started back to work.

GEOGRAPHICAL DIFFERENCES

Strike Settlement: "Decrease southern differential of U.S. Steel and Republic by 5 cents an hour. Other differentials of 5 cents or less to be eliminated; where in excess to be negotiated." The previous U.S. Steel and Republic southern differential of ten cents is thereby reduced to five cents an hour.

WSB Recommendation: Decrease southern differential of U.S. Steel and Republic by 5 cents an hour; other differentials to be negotiated.

* * *

The only other money recommendation of the WSB was that, effective January 1, 1953, time and one-fourth should be paid for all hours of work performed on Sunday as such. The strike settlement did not contain any provision for the much disputed Sunday premium rates.

As to other union demands and the WSB's recom-

Union Demand: Eliminate all differentials.

mendations and suggestions upon them, the strike settlement agreement says: "Each company and the union will complete negotiations as to all other contract provisions . . . to the end of executing a new collective bargaining agreement as soon as possible."

JAMES J. BAMBRICK, JR.

Division of Personnel Administration

Trends in Labor Relations

NLRB DENIES NATION-WIDE UNIT

BY A TWO-TO-ONE vote, the NLRB turned down a petition which sought to establish a nation-wide bargaining unit of inside workers in all eighty-three plants (located in sixty-five cities) of the Continental Baking Company. The Board found the unit requested by AFL Bakery Workers to be inappropriate for three reasons: the long history of collective bargaining on a local area, multi-employer basis; the local autonomy of the branch plants; and the local nature of the baking business.

The two-man majority, Paul M. Herzog and Abe Murdock, stated:

"Continental's policy is to bargain collectively through local employer bargaining associations wherever possible, and to abide by the terms of agreement reached by such groups. . . . The local employer associations of which Continental is a member, together with other baking companies in each area, have bargained on a multi-employer basis with various labor organizations for from four to fifty years. Continental joined these local employer associations as its employees were unionized, beginning about a dozen years ago.

"This bargaining on a local multi-employer basis has covered not only employees represented by locals of the Bakery and Confectionery Workers, but also employees represented by other American Federation of Labor unions, such as the International Association of Machinists, the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, International Union of Operating Engineers, International Brotherhood

of Firemen and Oilers, and the Building Service Employees' International Union.

"Continental's plants are scattered over thousands of miles of territory. Some plants are as many as 3,000 miles apart. There is therefore little or no contact among employees of the several plants. Nor is there any interchange of employees among plants, except on an insignificant scale. Because of the perishability of its product, the wholesale baking industry is essentially local. Each of Continental's plants is to a considerable extent an autonomous operation. Each plant bakes bread or cake for distribution to the surrounding geographical area. The manager has complete authority to hire, promote, discharge and discipline production and maintenance employees. Payrolls are prepared in each plant and are met by drawing on funds deposited in local banks. Job classifications vary from plant to plant. So do wages, hours, terms and conditions of employment, as the result of the long history of bargaining on a local basis."

For the above reasons, the NLRB ruled that the multiplant, nation-wide, single employer unit sought by the Continental division (of the union) "is not appropriate for collective bargaining purposes."

Referring to NLRB rulings in the past, the majority opinion stated:

"The board has sometimes granted the request of a labor organization for a multiplant, company-wide unit, but it has also refused such a request. The decision in each case has turned on the facts of that case. Where the board has found a multiplant unit appropriate, it has

relied principally on evidence of integration, centralized control, or bargaining history on a multiplant basis. On the other hand, where the board has declined to find a company-wide unit appropriate, some or all of these factors have been absent."

In his dissenting opinion, board member Paul L. Styles stated that he would find the company-wide unit to be appropriate for purposes of collective bargaining and that he would order an election therein. He said:

"I am not persuaded that the factors on which [the majority members] rely compel the conclusion that the employer unit is inappropriate. They cite the absence of integration, of centralized control, and of employee interchange, as well as the geographical separation between the plants and the bargaining history on a local plant basis.

"As for the matter of integration and centralized control, it is not disputed in this case that sales, advertising, purchasing of materials for the local plants, routing of materials from producers to the plants, and the insurance, legal, and financial functions of Continental are all centralized at its New York City headquarters, and performed there for the entire organization. The engineering and production departments, which render technical services to the local plants, are also located in New York City, as is the accounting department which keeps records of all the company's business transactions. Interchange of employees between plants, although not frequent, does occur. As the plants produce a uniform product, the tasks of the employees in all the plants are necessarily identical, and to that extent they have mutual interests in the conditions of their employment.

"The prices of the company's products are generally speaking uniform throughout the country, thus placing a common limiting factor on the wages of all Continental's employees. While wages and other terms of employment are ultimately determined by local multi-employer bargaining, and Continental is in many cases represented in such bargaining by local plant managers, the record reflects many instances of intervention in local bargaining by regional managers or by Mr. [George] Faunce, vice-president of Continental and a member of its board of directors.

"I am, therefore, unable to find on this record a consistent pattern of local autonomy in bargaining . . . and I would therefore direct an election in such a unit."

No Deauthorization Poll with Illegal Union Shop

A union shop deauthorization election was refused by the NLRB on the grounds that the union shop agreement involved was illegal. The ruling by a vote of three to two was made in the case of the D. M. Bare Paper Company, Roaring Spring, Pa., and Local 415, United Paperworkers of America CIO.

The contract was illegal because it was made at a time when the union was not in compliance with the filing requirements of the Taft-Hartley Act. The Taft-Hartley Act, as amended October 22, 1951, sanctions a union shop clause provided that, among other things,

"at the time the agreement was made or within the preceding twelve months [the contracting union] has received from the board a notice of compliance with sections 9 (f), (g), and (h)." These sections call for the filing of non-Communist affidavits and of financial data. In making this decision, a three-member majority of the board declared:

"Not being in compliance . . . the union could not lawfully make the [union shop] agreement; hence . . . there is no occasion for the board to conduct an election to ascertain whether the employees desire that 'such authority be rescinded.'

"The dismissal of the petition in no way immunizes the union; on the contrary, it serves notice that the union security clause is illegal, and hence may not be enforced."

The board further said that if the petition for the deauthorization election were granted and "should a majority vote against deauthorization, the noncomplying union will have the benefit of that vote as an argument in support of its present illegal contract and in seeking to execute another union security clause." Two NLRB members dissented, saying that they would have ordered the election.

Refusal to Furnish Employees Not a Strike

A union's refusal to furnish employees to an employer does not constitute a strike under the Taft-Hartley Act, the NLRB unanimously ruled. In making this ruling involving the AFL Painters Union and the Contractors Association of Joliet, Illinois, the board said: "The broadest definition of strike includes 'quitting work' or 'a stoppage of work.' Men cannot quit before they are hired; they cannot stop work before they start. We reject, therefore, the contention that the alleged refusal to furnish employees should be construed as a strike."¹

In the same case, the board also ruled unanimously that a union does not violate the law by writing into its bylaws a rule against members working for employers who use certain types of materials. The material involved in the case was window sashes in which the glass had been inserted before it was brought to the construction site. This is known in the trade as "pre-glazed sash." The bylaws of the glaziers' unit of the Painters' union prohibit members from working for employers who use such sash.

Specifically, the union's bylaws provide that no member working in the warehouse of any glazing contractor may put glass into any sash for any building under construction or repair. They also provide that no member may work for any contracting firm which does not do all its glazing work on the job site, using only members of the union.

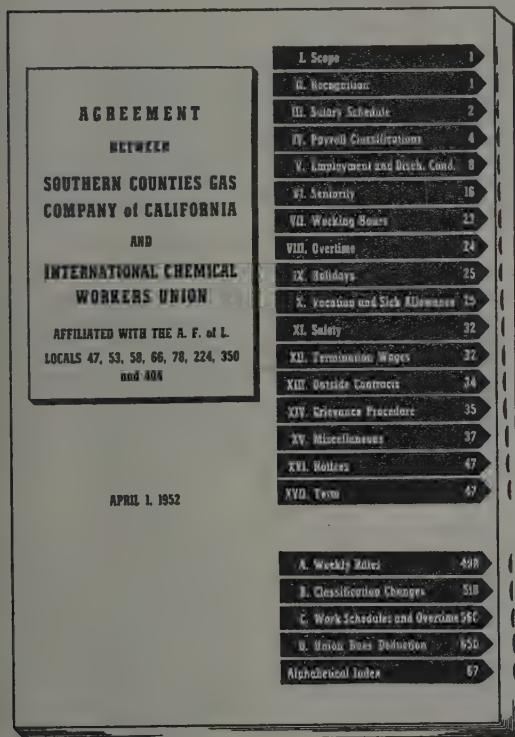
¹ The Taft-Hartley Act defines a strike as a "concerted stoppage of work by employees . . . and any slowdown or other concerted interruption of operations by employees."

In making its ruling, the NLRB said these work rules were not a secondary boycott. The board said: "These bylaws have a clearly legitimate purpose—to provide as much work as possible for glazing employees in the Joliet area. Nothing contained therein prohibits glaziers from working for a 'secondary' employer. Thus the bylaws are not inherently illegal. Nor, in our opinion, did the illegal use of the bylaws . . . operate to convert the bylaws themselves into a violation." The NLRB accordingly did not "order certain provisions of these bylaws expunged."

Contract's Cover Shows Contents

A technique of immediately showing workers what the contract covers is used by the Southern Counties Gas Company of California. On the cover of its contract with the AFL Chemical Workers, the company prints the table of contents with arrows leading off to the right-hand edge. These arrows point to heavy black-edge markings that show the worker the exact pages on which begin the different sections listed in the table of contents. By using the edge markings in much the same manner as he would use a dictionary's thumb index, the worker can then easily flip the contract open to the section he wants.

The contract's cover page looks like this:



Higher Reinstatement Fees Permitted by NLRB

It is not illegal for a union to charge a higher fee for reinstating a former member than it charges as an initiation fee, the National Labor Relations Board ruled in a three to two vote. The majority held that, as long as the larger fee for reinstatement was not excessive within the meaning of the law, it was not illegal merely because it was higher than the initiation fee for those applying for the first time.

The ruling was made in a case involving the Food Machinery and Chemical Corporation of San Jose, Calif., and Lodge No. 504 of the International Association of Machinists, AFL. The Taft-Hartley Act forbids a union to charge employees under a union shop agreement a membership fee "in an amount which the board finds excessive or discriminatory under all the circumstances." (Section 8(b)(5))

The case was brought against the company and the union by an employee who was discharged after he refused to pay the reinstatement fee of \$60 required by the bylaws of the Machinists' union. He formerly had been a member of the IAM at another plant and had offered to pay the initiation fee for new members, which was \$30.

Rules Against Two Initiation Fees

However, the NLRB held that while it is not illegal to charge a higher reinstatement fee, it is illegal for a union to charge "old" employees a higher initiation fee based on their length of service before a legal union shop contract took effect, the NLRB held. The board held unanimously that such a differential in fees is illegal because it penalizes an employee for not joining the union at a time when he could not legally be required to join.

This ruling was made in a case involving Local 153 of the United Automobile Workers, CIO, and a group of employees at Bendix Aviation Corp. of Teterboro, New Jersey. The case was brought by an individual employee.

The union charged former nonunion employees who had been with the company more than a year a \$15 initiation fee, while it charged those with less than a year's service only a \$5 fee. The board ordered the union to return \$10 to each worker who paid the higher fee.

Labor Brief

What really can be called long-time bargaining has been engaged in by the Waterbury Companies, Inc., and Local 1251, UAW-CIO. They have been bargaining continuously since May 8, 1951. Altogether they have met in formal meetings sixty-three times. And bargaining is still going on.

JAMES J. BAMBRICK, JR.
Division of Personnel Administration

Briefs on

PENSIONS AND OTHER BENEFITS

Social Security Increased

President Truman has signed H.R. 7800, the Social Security Act Amendments of 1952, passed by Congress just before adjournment and effective in September. The new law raises old age and survivors insurance benefits by \$5 per month or 12½%, whichever is greater. Minimum benefits under the Railroad Retirement System are also increased. The amount which a person can earn without losing his Social Security or Railroad Retirement benefit is raised from \$50 to \$75 per month. Members of the armed forces serving in the 1947-1953 period will now receive the same employment credit granted service men in World War II. The new law also provides for a \$250 million increase in the annual federal contribution to the states for public assistance.

New and Increased Insurance Benefits

The State Farm Insurance Company, of Bloomington, Illinois, has received WSB approval of an increase in its hospital and surgical benefit plan effective September 1, 1952. The daily hospital benefit will be raised from \$7 to \$10 and the miscellaneous charges benefit from \$140 to \$200. Surgical and polio maximums remain the same: \$225 and \$2,500 respectively. Coverage for a member and two dependents now requires a monthly contribution of \$5 instead of the former \$3.50.

* * *

The Seafarers International Union, Atlantic and Gulf District, AFL, has added new benefits to its welfare program. These include a \$200 maternity benefit, retroactive to April 1, 1952 (the welfare fund also gives the baby a \$25 bond), and disability payments of \$15 per week for the duration of the disability.

* * *

General Foods Corporation is offering a single overall hospital-surgical contract to replace at lower cost the various plans now in effect in different units. Monthly cost of protection is \$1.70 for the employee alone, \$3.80 for the employee and one dependent, and \$5.50 for the employee and two or more dependents. All three memberships provide maternity benefits. The plan pays the full cost of semi-private room, board, and extra expenses for seventy days and half the cost for 180 days thereafter.

The surgical maximum is \$250. Retired employees may continue the insurance by monthly contributions. The plan, which has been approved by WSB and SSB, will become effective when enough employees have signed up.

General Foods has also added something new to its group life insurance plan: paid-up insurance with cash surrender value. The employee pays \$1.30 a month for each \$1,000 of paid-up insurance and the company continues to pay for the term insurance. When an employee retires at sixty-five approximately \$480 of insurance remains in force for each \$1,000 of coverage, with a cash value of about \$350. The plan, approved by WSB and SSB, went into effect July 1, 1952.

New Pension Plans

A pension plan covering hourly employees of Thompson Products, Inc. in Cleveland, got under way in June, 1952, after a long period of negotiations between the company and the Aircraft Workers Alliance, ind. The company has been contributing to the pension trust fund since September 1, 1950, and the plan is retroactive to that date. An employee who retires at age sixty-five after twenty-five years of service will receive a minimum monthly pension of \$100, including social security. A separate plan is in effect for salaried employees.

* * * *

American Enka Corporation and Local 2598, United Textile Workers of America, AFL, have signed a contract which includes a noncontributory pension plan. An employee with ten years of service will get a pension of \$1 per month for each year of service up to thirty years, plus Social Security. Payments will be made to an employee or his beneficiary for a minimum of five years. The plan also provides for early retirement and disability pensions.

* * * *

1,800 employees of the Chain Belt Company are now members of the employees' savings fund, which supplements the company's noncontributory pension plan. Participants allot 2% of their pay, and the company adds 25 cents for every dollar contributed by the employee. Each participant or his beneficiary receives all of his and the company's contributions, plus interest, at the time of death, total and permanent

disability, or retirement. An employee leaving the company receives 5% of the company's contribution if he has five years of participation and 5% for each additional year up to 75% for nineteen years.

* * *

Nearly 86 million persons in the United States were covered by some form of voluntary hospital expense protection in 1951, an increase of 12% over 1950. 65½ million had surgical expense protection—20% more than in 1950. More than 27½ million were protected by medical expense coverage, an increase of 28% over the previous year.

These are some of the findings in *Accident and Health Coverage in the United States*, the fifth annual survey published by the Health Insurance Council. The report also contains breakdowns by regions, states, and type of coverage—individual, Blue Cross, industry plans, etc.—as well as a chart of growth trends of the past decade.

* * *

The Solar Aircraft Company has established a non-contributory profit-sharing retirement plan, which will go into effect as of May 1, 1952, following approval by unions and government agencies. Employees with three years of service are eligible. Each participant or his beneficiary receives his entire account in case of incapacity, death, or retirement. Employees leaving the company receive a portion of their accounts, based on years of service and average earnings.

* * *

\$1,216,086,000 was the sum claimed by U. S. corporations in 1949 as deductions under Section 23 (p) of the Internal Revenue Code for amounts contributed to pension, annuity, stock bonus, profit sharing, and other deferred compensation plans. The figure is shown in a series of tabulations compiled from 1949 corporation income tax returns just released by the Treasury Department.

Keeping Employees Informed

Companies continue to come up with different methods of dramatizing the importance of their employee benefit plans. These include colorful booklets; itemized accounts of the company's contributions; charts giving comparisons between the company's plan and others; and statements showing each employee how much the company has contributed as non-wage payments in his particular behalf. Some recent developments:

The Kansas City Public Service Company's employee magazine presents a bar graph showing the relationship between the number of employees and the company's contribution to benefit plans in recent years. The cost of employee benefit plans has nearly tripled since 1942, while the number of employees remains about the same.

The Los Angeles *Times-Mirror* has compiled a booklet-chart comparing twenty-two personnel practices of the *Times-Mirror* with those of three other metropolitan dailies in the Los Angeles area. Such features as company garages, suggestion systems, and training programs are included, as well as employee benefit plans.

Lever Brothers Company has distributed a "security package" to its employees. The "package" is a heavy paper folder with pockets for inserting simplified booklets illustrating three of the company's employee benefit plans—group insurance, profit sharing, and pensions.

For the second straight year the General Electric Company will distribute to its employees personal reports demonstrating to each individual his status in various employee benefit plans as of December 31, 1951. The reports are of the same size and form as the company's other employee benefit booklets. One section shows the participating employee his estimated normal retirement income, based on 1951 earnings. The second shows the amount of life insurance to be paid to the participant's beneficiary, and the amount of weekly sickness and accident benefits for which the employee is eligible. The report of each participant in the savings and stock bonus plan will contain a statement of the maturity value of the bonds in his account, the number of bonus shares of company stock credited to his account, and the accumulated income on the shares. Thumbnail descriptions of the benefit plans are incorporated in the booklet for easy reference.

Pensions Nonattachable

The Supreme Court of New Jersey has upheld the legality of the clause in the contract between the Prudential Insurance Company and General Foods Corporation which states that retirement benefits are non-assignable. Reversing the decision of a lower court, the court held that an attempt at garnishment of part of a retired employee's pension check is illegal.

Adjustment to Retirement

The Doehler-Jarvis Corporation has been conducting a series of meetings at its Toledo plant clubhouse on preparation for retirement. Approximately thirty-six newly retired or soon-to-be-retired employees attended. The group has heard speakers and held discussions on health, financial security, and activities. The conferees have also started planning a recreational organization for retired Doehler-Jarvis employees.

LOIS E. FORDE

Division of Personnel Administration

Labor Press Highlights

AFL-CIO RIVALRY GROWS

OPEN BATTLES between the AFL and CIO extended to the meat-packing field last month as the AFL Meat Cutters and Butcher Workmen launched a drive to take over the membership of the CIO's Packinghouse Workers. According to the *Terre Haute Advocate*, a \$2,500,000 war chest is being set up by the AFL Meat Cutters to finance the drive. A convention resolution started plans to send one hundred organizers to strategic locations to win over 80,000 UPWA members. The convention also voted to raise per capita dues by 25 cents a month to help finance the drive.¹ The move by the Meat Cutters ends a no-raiding agreement made between the two unions over two years ago.

The CIO Brewery Workers which recently lost a prize local to the AFL Teamsters² called a special convention to meet the Teamster threat, reports *The CIO News*. Brewery Worker President Karl F. Feller asked for increased per capita taxes to aid in meeting attacks from either "the Teamsters or disgruntled factions." The national CIO, through Secretary-Treasurer James B. Carey, promised full support to the Brewery Workers in meeting the AFL Teamsters' threat.

In two other areas where the AFL and CIO are in conflict, *The CIO News* claims victories. The AFL International Brotherhood of Electrical Workers, in its campaign to move into the communications field, has been beaten six straight times so far by the CIO's Communications Workers of America. The IBEW's latest drive to win 18,000 Northwestern Bell Telephone employees cost the IBEW "a quarter of a million dollars." It ended in a loss, adds *The CIO News*, despite the IBEW organizational efforts that included one-night road shows in Minnesota, the Dakotas, Iowa and Nebraska with such features as radio and vaudeville entertainers and stripteasers.

In the continuing textile fracas between the CIO and AFL, *Textile Labor* (CIO) claims more losses for the Baldanzi-led secessionists. Recent victories in which "TWUA won bargaining rights from more than 750 workers in seven plants proves," according to Textile Worker President Emil Rieve, that "the seces-

¹ For the year ending February 29, 1952, the AFL's Amalgamated Meat Cutters and Butcher Workmen Union showed a net worth of \$5,886,370.92. The financial report printed in *The Butcher Workman* shows this is a gain of over \$800,000 from the previous year. Gross income for the year amounted to \$2,617,413.98—all but \$28,000 coming from dues.

² See "Jurisdictional Rivalry Stirs Unions," *Management Record*, July, 1952, p. 278.

sion is pretty much behind us and we are once again going about our real business of organizing the unorganized." *The Textile Challenger* (AFL), however, doesn't agree with Rieve and claims the split is growing. AFL Textile Workers claim two locals taken over in the South. The big event looked forward to by both the AFL and CIO is the coming NLRB election covering the bargaining units of Dan River Mills.

Move To Keep Internal Harmony

Internally, however, both the CIO and AFL have been taking steps to put their jurisdictional houses in order. The *AFL News-Reporter* reports that nineteen AFL Building Trade Unions voted unanimously to stamp out jurisdictional strikes among their 12,500 local unions. In a declaration of policy adopted by the presidents of the building trades unions, the locals were notified that the charter of any local union would be revoked if it placed pickets on a job involved in a jurisdictional dispute. They also pledged to revoke the charter of any local Building and Construction Trades Council that authorized picket lines in a jurisdictional dispute.

In the CIO, the arbitration machinery to settle jurisdictional disputes received its first test in a dispute between the CIO's Paperworkers and Woodworkers. According to the *CIO Paperworkers News*, a long-standing jurisdictional dispute existed between the two unions at a northwestern paper company. CIO arbitrator George W. Taylor issued a two-pronged decision:

- The Paperworkers were called on to support the Woodworkers in concluding a contract that the IWA is currently negotiating at one of the company's plants;
- The Paperworkers and the Woodworkers were ordered (with the assistance of the parent CIO) to set up "an orderly way of permitting the employees to decide the question of affiliation or nonaffiliation with the UPA."

AFL Convention May Hear GOP-Dem Candidates

Presidential candidates of both the Democratic and Republican parties may be invited to address the AFL's annual convention in September, reports the *AFL News-Reporter*. The 71st annual convention, starting September 15, will be the first held in New York. It will be up to the delegates of

the convention, says the *News-Reporter*, to decide whether the AFL will make a presidential endorsement this year or "abide by the traditional nonpartisan political policy of the federation."

AFL Paper Makers Vote Down Raise in Per Capita Tax

A proposed increase of 25 cents in the per capita tax to be levied on members of the International Brotherhood of Paper Makers was defeated in a referendum vote, reports *The Paper Maker*. The increase, which had been approved by delegates to the last national convention of the union, lost by a vote of 12,653 to 5,712. The membership also voted down proposed raises of \$750 in the salaries of the president and secretary-treasurer of the union. The president's increase was defeated by a vote of 11,241 to 7,037 and the secretary's by 11,286 to 7,068.

Seeks Law To Curb Commie Unions

Dissenting from the prevailing opinions of leaders of both the AFL and CIO, Sal B. Hoffman, president of the AFL Upholsterers' Union, calls for new legislation to protect the nation against red-dominated unions, reports *The St. Louis Labor Tribune* (AFL). Mr. Hoffman told the Senate labor subcommittee that his union's experience has proved that the Taft-Hartley Act is completely ineffective in enabling unions to get rid of Communist officers. He states that the section of the Taft-Hartley Act permitting a union shop agreement, but preventing the firing of any worker except for nonpayment of union dues, is a "charter for Communists in the shop. . . . The law can actually operate to protect the individual Communist in his destructive work provided he confines his operations to injuring the union interest, since the employer, under this one-sided law, retains intact or even increases his disciplinary powers."

Other labor leaders have stated that further legislation in this field is both unnecessary and unwise. On the problem of handling Communist unions in defense plants, *The IUE-CIO News* reports that James B. Carey, president of the IUE, made the following proposals:

1. Set up a tripartite committee whose function would be to determine whether a union operating in the plant of a prospective contractor is a security risk.

2. If the union is found to be Communist dominated, the Department of Defense through its Munitions Board would refuse contracts to a prospective contractor or cancel contracts where they have already been let.

3. If the contract could not be transferred to another manufacturer, the Department of Defense would seek an injunction against the employer calling upon him to discontinue collective bargaining with the union so long as he is engaged in the production of defense items.

Machinists Claim 20,000 Under Airline Union Shop

Since the amendment of the Railway Labor Act permitting union shop agreements, the International Association of Machinists claims it has negotiated union shop agreements with twenty-four of the thirty-two air carriers with which it holds contracts, reports *The Machinist*. Covered by these contracts, according to IAM, are 20,000 employees. At the same time, the IAM claims to have won wage increases averaging 16 cents to 18 cents an hour in all major airlines.

AFL Butchers Stress Weekly Wage Guarantees

In coming negotiations with the big four meat packers, the AFL's Amalgamated Meat Cutters and Butcher Workers will seek a weekly guarantee of forty hours of work, reports *The Lansing Industrial News* (AFL). The move was recommended at a meeting of the national negotiating committee, where the delegates unanimously favored an improved weekly work guarantee in preference to an annual wage program—such as that sought by the CIO Packinghouse Workers. The weekly guarantee would call for forty hours of work in the first five days of the scheduled work week. It would be exclusive of holiday pay, all premium penalty payments and clothes-changing time allowance. It would also retain daily overtime beyond eight hours. The union will also seek a union shop, a general wage increase, elimination of geographical and male and female differentials, premium pay for Sunday work and a noncontributory insurance program.

3,000 Attend UAW-CIO Schools

Before the summer is over, 3,000 UAW-CIO members will have attended UAW summer schools, reports the *United Automobile Worker* (UAW-CIO). The sessions started the first week in June and will not be over until after Labor Day. Workshops, conferences, and discussions this year emphasize time study and job evaluation.

Seek Hollywood Talent Among Machinists

The International Association of Machinists, AFL, has launched a nation-wide talent hunt among its 600,000 members and their sons and daughters, reports *The Machinist*. One man and one woman will finally be selected to go to Hollywood, all expenses paid, to have a screen test and take a small part in a motion picture.

Helps Small Shops Get Defense Contracts

In a move to aid small shops where they hold defense contracts, the International Association of Machinists, AFL, recently sent six of its staff members through a course on problems of defense mobilization, reports *The Machinist*. The course offered by the Armed Forces Industrial College at San Diego was attended last year by nine other Machinist representatives. The training in defense needs and procedures is viewed by the Machinist union as a way to help small shops get defense contracts and thus increase job opportunities for machinists.

CIO Communications Workers Show Assets Top \$800,000

Total assets of the CIO's Communications Workers of America for the year ending April 30, 1951, amounted to \$807,941.01, according to the *CWA News*. Net assets, however, amounted to \$59,770.09. Total union income for the period, practically all of which came from dues, amounted to \$3,752,529.28.

HAROLD STIEGLITZ
Division of Personnel Administration

Review of Labor Statistics

THE Board's consumers' price index edged up to a new peak as living costs advanced 0.1% during the month ending June 15. Increases in fuel, food and sundries slightly overbalanced the continued decreases in the clothing and housefurnishings components. Housing costs remained unchanged.

June, 1952, marks the end of the second year of war in Korea. During these two years, the index has moved up almost continuously and the story of rising prices has become commonplace. However, a study of the accompanying chart gives us a slightly new outlook on the most recent surge of inflation.

Since June, 1950, the all-items index has risen from 162.2 (January, 1939=100) to 180.8, an increase of 11.5%. But in the second year of this period, prices advanced only 3.1%. Clothing and housefurnishings prices actually declined, while most of the other components showed smaller advances than in the preceding twelve-month period. Thus the explosion of price increases set off by the Korean war seems to have subsided after the first year, to be replaced by a steady upward pressure which has gradually forced the index to new highs.

Because of the importance of food expenditures in the moderate-income family's budget and the frequency with which meats and groceries are purchased, it is often erroneously believed that food prices have increased most in the last twelve months. However, as can be seen from the chart, this is not actually the case. Although the food index has registered the greatest increase (15.7%) since June, 1950, housing and sundries have risen more than food during the past year. Housing costs, represented in the index by residential rents, are 8.4% above their pre-Korea level and 4.3% higher than a year ago. The sundries index, which covers such items as medical and dental care, recreation, personal care and transportation, has advanced 9.3% since June, 1950, and 4.3% in the past twelve months.

Fuel showed the largest increase between May and June (0.3%), as coal prices advanced throughout the nation. Dealers have been taking advantage of the price increase allowed by the Office of Price Stabilization to offset the recent rise in freight rates granted by the Interstate Commerce Commission.

Higher prices of pork, chicken, lard, margarine, eggs, potatoes, and apples contributed to the 0.2% rise in food prices. Clothing and housefurnishings dipped 0.5% and 0.2%, respectively, with retailers reporting

lower prices for nylon hose, leather shoes, sheets and refrigerators.

The purchasing value of the consumers' dollar was 55.3 cents in June (January, 1939 dollar=100 cents). This is its lowest value in the history of THE CONFERENCE BOARD's index.

EMPLOYMENT

The number of gainfully employed workers in June exceeded those of the previous month by 1.4 million according to estimates of the Department of Commerce. Employment of a large number of students plus use of 1.7 million agricultural workers more than offset a slackening in the consumer goods industries.

Estimates of factory employment in June were below those of May. An upswing in employment for defense production has not made up for the curtailment of civilian production owing to the drop in demand for civilian goods.

TURNOVER

Four out of every one hundred employees left their jobs in May, a lower rate than April but exceeding that of March. The rates for discharges and layoffs, however, did not materially change; the figure for total separations in May was principally affected by the number of workers changing to other jobs. Altogether, the number of separations for various reasons is well below the figures reported for a year ago. Discharges were down 25%, total separations down 16.7%.

The average work week of production workers in June was 40.4 hours. This compares with an average of 40.2 hours in May. In the durable goods sector, the work week was 41.1 hours. In nondurable goods, an upswing from the May average of 38.9 hours brought the June average to 39.4 hours.

WAGE SETTLEMENTS

The Board confirmed ninety-two wage settlements announced in the press prior to July 15. Half of the settlements are subject to WSB approval. Fringe benefits were reported in approximately half the settlements. Additional holidays, increased vacations, and company insurance plans were the most prevalent.

Six wage settlements confirmed for communications companies affected more than 60,000 employees. Weekly wage increases of \$5.50 were granted to salaried employees by two companies, and a third com-

pany granted a \$6.05 a week increase in this industry. Wage earners were granted from 10 cents to 18 cents an hour increases.

Seventeen wage settlements in the paper industry was the largest number recorded for any one industry this month. Two department stores in New York City granted retroactive wage increases as of February and March, respectively.

Some significant wage adjustments were:

Marathon Corporation granted 2 cents an hour to 3,100 AFL Pulp, Sulphite and Paper Mill Workers, effective 5-1-52, with an additional 2 cents effective 11-1-52. New fringe benefits granted include funeral

leave and holiday pay in addition to pay for time worked on Memorial Day and Thanksgiving Day. This settlement is dependent on WSB approval.

Consumers Power Company granted 11.5 cents an hour increase to 4,545 members of the CIO Utility Workers Union at Jackson, Michigan, effective as of 3-1-52. An additional 2.5 cents an hour increase was effective as of 4-1-52. The Presidential Election Day has been made an additional holiday. WSB approval is required.

Western Union Telegraph Company granted new agreements to 30,000 AFL Commercial Telegraphers' Union members. Some 12,000 employees on a 45 1/3 hour week were put on a forty-hour week with a forty-eight-hour-week pay check; 11,646 employees working on a forty-hour week were granted 10 cents an hour across-the-board increases. Over 1,300 employees on a thirty-five-hour week were granted an across-the-board increase of \$22 a month. Nonautomobile messengers were granted an increase of 5 cents an hour after three months, with 4,218 affected immediately. All increases are dependent on WSB approval, and FCC acceptance of new telegram rates.

Libbey-Owens-Ford Glass Company granted 8 cents an hour to 8,000 members of the Federation of Glass, Ceramic and Silica Sand Workers, CIO. Additional 2 cents an hour increases will become effective on 11-15-52, 5-15-53, and 11-15-53. A GM-type escalator clause was granted plus three weeks' vacation after fifteen years of service.

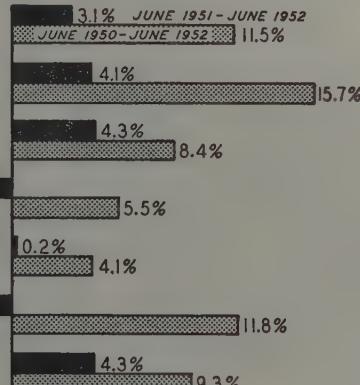
VIRGINIA M. BOSCHEN
THOMAS A. FITZGERALD
Statistical Division

Consumers' Price Index, Percentage Changes

June, 1950—June, 1952

June, 1951—June, 1952

ALL ITEMS



Source: THE CONFERENCE BOARD

Consumers' Price Index for Fifty-four Cities, and Purchasing Value of the Dollar

Index Numbers, January, 1939 = 100

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel ²			House-furnishings	Sundries	Purchasing Value of the Dollar			
				Total	Men's	Women's	Total	Electricity	Gas						
1951	June.....	175.4	231.1a	119.9	154.9	172.8	139.8	133.5	90.8	101.4	173.2	164.0	57.0		
	July.....	176.4	232.9b	121.3	154.8	172.7	139.7	133.8	90.8	101.5	173.4	164.3	56.7		
	August.....	176.6	232.7	122.0	155.1	173.5	139.5	134.2	90.9	101.4	172.2	165.1	56.6		
	September.....	177.1	233.5c	122.3	156.6	174.9	141.0	134.8	90.9	101.7	170.9	165.1	56.5		
	October.....	177.6	235.0	122.7	156.3	175.0	140.6	135.1	90.9	101.7	169.8	164.9	56.3		
	November.....	179.7	239.8d	123.8	155.1	173.2	139.8	135.5	90.8	102.0	170.4	166.5	55.6		
	December.....	180.2	239.5e	124.0	154.6	172.7	139.2	135.8	91.0	102.0	170.6	168.5	55.5		
	Annual average.....	176.2	232.5	120.8	155.0	172.6	140.1	134.4	90.9	101.4	171.7	164.5	56.8		
1952	January.....	180.3	240.3	124.5	153.7	171.2	138.8	135.9	91.2	102.1	169.1	168.1	55.5		
	February.....	177.7	233.9f	124.5	152.7	170.2	137.9	135.8	91.1	102.1	168.7	166.9	56.3		
	March.....	178.2	234.4g	124.5	152.8	169.9	137.4	135.9	91.1	102.7	167.5	168.2r	56.1		
	April.....	180.0r	237.8	124.8	152.1	169.6	137.3	135.9	91.1	103.1	167.5r	170.4r	55.6		
	May.....	180.67	240.1rh	125.0	151.7r	169.0	137.1r	133.4	91.2	102.9	166.2r	170.7r	55.4		
	June.....	180.8	240.5i	125.0	150.9	168.3	136.2	133.8	91.2	102.9	165.8	171.1	55.3		

Percentage Changes

May 1952 to June 1952....	+0.1	+0.2	0	-0.5	-0.4	-0.7	+0.3	0	0	-0.2	+0.2	-0.2
June 1951 to June 1952....	+3.1	+4.1	+4.3	-2.6	-2.6	-2.6	+0.2	+0.4	+1.5	-4.3	+4.3	-3.0

¹ Rents surveyed quarterly for individual cities.

² Includes electricity and gas.

^a Based on food prices for June 14, 1951

^b Based on food prices for July 16, 1951.

^c Based on food prices for Sept. 17, 1951.

^d Based on food prices for Nov. 14, 1951.

^e Based on food prices for Dec. 12, 1951.

^f Based on food prices for Feb. 18, 1952.

^g Based on food prices for Mar. 12, 1952.

^h Based on food prices for May 14, 1952.

ⁱ Based on food prices for June 16, 1952.

^r Revised.

Consumers' Price Indexes for Cities Surveyed Quarterly

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

	Index Numbers Jan., 1939=100			Percentage Changes			Index Numbers Jan., 1939=100			Percentage Changes								
	June 1952		Mar. 1952	June 1951	Mar. 1952 to June 1952		June 1952		Mar. 1952	June 1951	Mar. 1952 to June 1952	June 1951 to June 1952						
	Atlanta	Food	242.5	235.3 ^r	239.1	+3.1	Food	246.3	240.1	240.6	+2.6	+2.4						
Food	242.5	235.3 ^r	239.1	+3.1	+1.4	Housing	114.0	113.8	112.9	+0.2	+1.0	Clothing	137.4	138.6	143.2	-0.9	-4.1	
Housing	114.0	113.8	112.9	+0.2	+1.0	Fuel ¹	127.4	137.5	131.8	-7.3	-3.3	Housefurnishings	163.4	167.8	172.3	-2.6	-5.2	
Clothing	137.4	138.6	143.2	-0.9	-4.1	Sundries	165.5	159.7	161.3	+3.6	+2.6	Weighted total	174.5	171.3 ^r	173.2	+1.9	+0.8	
Fuel ¹	127.4	137.5	131.8	-7.3	-3.3	Weighted total	174.5	171.3 ^r	173.2	+1.9	+0.8	Louisville	Food	246.3	240.1	240.6	+2.6	+2.4
Housefurnishings	163.4	167.8	172.3	-2.6	-5.2	Housing	112.2	112.2	107.1	0	+4.8	Clothing	142.3	144.0	145.4	-1.2	-2.1	
Sundries	165.5	159.7	161.3	+3.6	+2.6	Fuel ¹	152.2	152.6	152.1 ^r	-0.3	+0.1	Housefurnishings	170.1	171.0	170.9	-0.5	-0.5	
Weighted total	174.5	171.3 ^r	173.2	+1.9	+0.8	Sundries	174.8	172.0	170.8	+1.6	+2.3	Weighted total	183.3	180.8	179.9 ^r	+1.4	+1.9	
Buffalo	258.6	253.1 ^r	251.7	+2.2	+2.7	Milwaukee	Food	258.2	249.6 ^r	243.2	+3.4	+6.2	Housing	123.8	123.6	123.3	+0.2	+0.4
Food	258.6	253.1 ^r	251.7	+2.2	+2.7	Clothing	149.5	151.6	150.9	-1.4	-0.9	Fuel ¹	155.4	158.8 ^r	153.1	-2.1	-1.7	
Housing	123.8	123.6	123.3	+0.2	+0.4	Housefurnishings	154.1	158.2	162.8	-2.6	-5.3	Sundries	170.3	168.6	165.7	+1.0	+2.8	
Clothing	149.5	151.6	150.9	-1.4	-0.9	Weighted total	185.1	183.5	182.4	+0.9	+1.5	Weighted total	183.3	180.8	179.9 ^r	+1.4	+1.9	
Fuel ¹	155.4	158.8 ^r	153.1	-2.1	-1.7	Portland	Food	245.9	245.8 ^r	242.2	a	+1.5	Housefurnishings	175.7	180.4	182.7	-2.6	-3.8
Housefurnishings	154.1	158.2	162.8	-2.6	-5.3	Sundries	182.9	172.9	172.3 ^r	+5.8	+6.2	Weighted total	196.8	191.9 ^r	189.9 ^r	+2.6	+3.6	
Sundries	170.3	168.6	165.7	+1.0	+2.8	Weighted total	185.1	183.5	182.4	+0.9	+1.5	Weighted total	196.8	191.9 ^r	189.9 ^r	+2.6	+3.6	
Weighted total	185.1	183.5	182.4	+0.9	+1.5	Cleveland	Food	247.2	237.8	234.9	+4.0	+5.2	Housing	121.3	119.7	118.3	+1.8	+2.5
Cleveland	Food	247.2	237.8	234.9	+4.0	+5.2	Clothing	162.8	165.2	167.1	-1.5	-2.6	Fuel ¹	142.3	142.3	139.4	0	+2.1
Housing	121.3	119.7	118.3	+1.8	+2.5	Housefurnishings	175.4	177.4	180.8	-1.1	-3.0	Sundries	177.1	175.1	163.5	+1.1	+8.3	
Clothing	162.8	165.2	167.1	-1.5	-2.6	Weighted total	184.2	180.8 ^r	176.6	+1.9	+4.3	Weighted total	184.2	180.8 ^r	176.6	+1.9	+4.3	
Fuel ¹	142.3	142.3	139.4	0	+2.1	Portland	Food	245.9	245.8 ^r	242.2	a	+1.5	Housefurnishings	175.7	180.4	182.7	-2.6	-3.8
Housefurnishings	175.4	177.4	180.8	-1.1	-3.0	Sundries	182.9	172.9	172.3 ^r	+5.8	+6.2	Weighted total	196.8	191.9 ^r	189.9 ^r	+2.6	+3.6	
Sundries	177.1	175.1	163.5	+1.1	+8.3	Weighted total	184.2	180.8 ^r	176.6	+1.9	+4.3	Weighted total	196.8	191.9 ^r	189.9 ^r	+2.6	+3.6	
Weighted total	184.2	180.8 ^r	176.6	+1.9	+4.3	Des Moines	Food	246.9	239.2 ^r	236.2	+3.2	+4.5	Housing	119.7	118.4	118.4	+1.1	+1.1
Des Moines	Food	246.9	239.2 ^r	236.2	+3.2	+4.5	Clothing	162.7	164.7	167.4	-1.2	-2.8	Fuel ¹	155.5	157.5	151.5	-1.3	+2.6
Housing	119.7	118.4	118.4	+1.1	+1.1	Housefurnishings	162.8	169.8	178.9	-4.1	-9.0	Sundries	163.8	158.9	159.5	+3.1	+2.7	
Clothing	162.7	164.7	167.4	-1.2	-2.8	Weighted total	178.0	174.7 ^r	174.4	+1.9	+2.1	Weighted total	178.0	174.7 ^r	174.4	+1.9	+2.1	
Fuel ¹	155.5	157.5	151.5	-1.3	+2.6	Providence	Food	230.8	228.0 ^r	229.2	+1.2	+0.7	Housefurnishings	175.7	180.4	182.7	-2.6	-3.8
Housefurnishings	162.8	169.8	178.9	-4.1	-9.0	Sundries	182.9	170.7	170.3 ^r	+0.2	+8.4	Weighted total	175.4	174.6 ^r	169.8	+0.5	+3.3	
Sundries	163.8	158.9	159.5	+3.1	+2.7	Weighted total	178.0	180.5 ^r	178.8	+0.8	+1.8	Weighted total	178.0	174.7 ^r	174.4	+1.9	+2.1	
Weighted total	178.0	174.7 ^r	174.4	+1.9	+2.1	Huntington	Food	222.5	216.2	216.0	+2.9	+3.0	Housing	123.6	123.2 ^r	117.4	+0.3	+5.3
Huntington	Food	222.5	216.2	216.0	+2.9	+3.0	Clothing	152.0	152.4 ^r	156.9	-0.3	-3.1	Fuel ¹	117.5	117.5 ^r	113.8	0	+3.3
Housing	123.6	123.2 ^r	117.4	+0.3	+5.3	Housefurnishings	150.1	148.7	158.9	+0.9	-5.5	Sundries	170.9	169.1	166.1	+1.1	+2.9	
Clothing	152.0	152.4 ^r	156.9	-0.3	-3.1	Weighted total	174.6	172.0 ^r	171.0	+1.5	+2.1	Weighted total	174.6	172.0 ^r	171.0	+1.5	+2.1	
Fuel ¹	117.5	117.5 ^r	113.8	0	+3.3	Spokane	Food	234.1	231.3	227.4	+1.2	+2.9	Housefurnishings	152.9	153.9 ^r	158.5	-0.6	-3.5
Housefurnishings	150.1	148.7	158.9	+0.9	-5.5	Sundries	161.3	159.8	151.7	+0.9	+6.3	Weighted total	177.7	176.8	173.2	+0.5	+2.6	
Sundries	170.9	169.1	166.1	+1.1	+2.9	Weighted total	177.7	176.8	173.2	+0.5	+2.6	Weighted total	177.7	176.8	173.2	+0.5	+2.6	
Weighted total	174.6	172.0 ^r	171.0	+1.5	+2.1	Kansas City	Food	221.1	217.6	216.2	+1.6	+2.3	Housing	111.5	113.5	106.2	0	+6.9
Kansas City	Food	221.1	217.6	216.2	+1.6	+2.3	Clothing	158.5	160.7	164.3	-1.4	-3.5	Fuel ¹	127.6	128.9	125.3	-1.0	+1.8
Housing	111.5	111.5	111.3	0	+0.2	Housefurnishings	152.9	153.1	158.9	-0.1	-3.5	Sundries	174.6	172.7	169.0	+2.2	+4.6	
Clothing	158.5	160.7	164.3	-1.4	-3.5	Weighted total	171.7	170.0	167.4	+1.0	+2.6	Weighted total	171.7	170.0	167.4	+1.0	+2.6	
Fuel ¹	127.6	128.9	125.3	-1.0	+1.8	Spokane	Food	234.1	231.3	227.4	+1.2	+2.9	Housefurnishings	154.7	155.7 ^r	160.2	-0.6	-3.4
Housefurnishings	152.9	153.1	158.5	-0.1	-3.5	Sundries	161.3	159.8	151.7	+0.9	+6.3	Weighted total	185.3	181.8 ^r	179.5	+2.2	+3.2	
Sundries	174.6	171.6	163.5	+1.7	+6.8	Weighted total	171.7	170.0	167.4	+1.0	+2.6	Weighted total	171.7	170.0	167.4	+1.0	+2.6	
Weighted total	171.7	170.0	167.4	+1.0	+2.6	Lansing	Food	261.9	249.9 ^r	252.2	+4.8	+3.8	Housing	154.9	155.9	159.5	-0.4	-2.9
Lansing	Food	261.9	249.9 ^r	252.2	+4.8	+3.8	Clothing	143.5	145.3	139.8	-1.2	+2.6	Fuel ¹	163.5	165.6	173.6	-1.3	-5.8
Housing	154.9	155.9	159.5	-0.4	-2.9	Housefurnishings	163.5	165.6	173.6	-1.3	-5.8	Sundries	179.3	176.8	174.2	+1.4	+2.9	
Clothing	143.5	145.3	139.8	-1.2	+2.6	Weighted total	186.6	182.6 ^r	183.0	+2.2	+2.0	Weighted total	186.6	182.6 ^r	183.0	+2.2	+2.0	
Fuel ¹	163.5	165.6	173.6	-1.3	-5.8	Spokane	Food	234.1	231.3	227.4	+1.2	+2.9	Housefurnishings	154.7	155.7 ^r	160.2	-0.6	-3.4
Housefurnishings	163.5	165.6	173.6	-1.3	-5.8	Sundries	161.3	159.8	151.7	+0.9	+6.3	Weighted total	185.3	181.8 ^r	179.5	+2.2	+3.2	
Sundries	179.3	176.8	174.2	+1.4	+2.9	Weighted total	186.6	182.6 ^r	183.0	+2.2	+2.0	Weighted total	186.6	182.6 ^r	183.0	+2.2	+2.0	
Weighted total	186.6	182.6 ^r	183.0	+2.2	+2.0	Percentage Changes in Indexes for Two Cities												
City	Weighted Total			Food		Housing		Clothing		Fuel & Light		Housefurnishings		Sundries				
	Mar.	June	Mar.	June	Mar.	June	Mar.	June	Mar.	June	Mar.	June	Mar.	June	Mar.	June		
	1952	1951	1952	1951	1952	1951	1952	1951	1952	1951	1952	1951	1952	1951	1952	1951	1952	
Evansville, Ind.	+1.5	-0.1	+3.1	+1.4	+0.7	+8.1	-0.6	-3.1	-1.1	-1.5	-2.3	-5.6	+1.9	-1.6				
Trenton, N. J.	+0.5	+2.1	+1.6	+1.5	+0.1	+9.8	-0.8	-5.5	-4.3	-0.9	-2.6	-6.9	+0.6	+5.4				
r revised.													1 Includes electricity and gas. a less than 0.1%.					

Patent Policies

(Continued from page 296)

the company, then all rights of the company in and to such invention or improvement shall revert to the employee with the exception only that the company shall have a paid-up nonexclusive license with respect thereto."

PATENTABLE IDEAS FROM SUGGESTION SYSTEMS

The companies surveyed were asked if they ever receive any patentable ideas through their suggestion systems and, if they do, how they handle these cases. All the companies who answered this question said that such ideas are rare. However, some companies maintain close cooperation between the suggestion award committees and the patent department precisely to take care of such an eventuality. The following reply from one company shows the general procedure in processing a patentable idea submitted through the suggestion system:

"About one idea in 1,000 submitted through the suggestion system is considered patentable. When the com-

pany makes an award to an employee for a suggestion, the employee assigns to the company all rights in and to his suggestion. In a few cases, however, we have accepted a royalty-free license rather than outright assignment of the idea. The patent department reviews an abstract describing suggestions on which awards are made. Those that appear novel are considered further and if we believe them patentable an application may be filed thereon."

INVENTION CLAUSES IN UNION CONTRACTS

Where engineers or other technical personnel are members of a collective bargaining unit, there is a likelihood that some clause in their union contract will define their rights under the company's patent policy. Often this clause merely reprints the company's established policy; sometimes it affects some phase of the agreement.

One contract between a company and an independent technical union stipulates that a written release be granted the employee if the company does not act on an invention within six months. Another such clause has a two-year limit:

"In the case the employer does not file such a patent

EMPLOYEE CONTRACT AND PATENT AGREEMENT

1. The undersigned employee, in consideration of his employment by _____, Inc. (and/or allied companies)—hereinafter termed the corporation, the introduction of the employee into the establishment, methods and processes of the corporation, and of the payment to him of the salary or wage as now and from time to time agreed on, agrees that he will exert his best efforts on behalf of the corporation and that, if and whenever he makes any improvement, discovery of invention relating to any manufactured product, process or device, dealt with, or under development, by the corporation during the period that he remains in the employ of the corporation, he will fully and promptly disclose the same to an executive officer thereof or to someone designated by any such officer, and that all such improvements, discoveries or inventions shall be the property of said corporation, and that he will at the request of the corporation, execute all such papers, to be prepared by, and at the expense of, the corporation, as may be proper or necessary for enabling the corporation to file and prosecute such applications for patents thereon as the corporation may desire to file and prosecute, together with such papers, to be prepared by, and at the expense of the corporation as may be necessary to transfer to the corporation all his right, title and interest in and to any such improvements, discoveries or inventions, application for patent filed thereon and the patent or patents to be issued thereon.

2. The corporation agrees to employ the employee, to pay him at the rate of salary or wage as now and from time to time agreed on, and for each invention made by him during the period of employment and upon which the corporation files application for letters patent, to pay him the sum of fifty dollars upon formal assignment of the application, and fifty dollars upon issue of the

patent on such application; provided that in the event of joint invention the corporation will pay each joint inventor his proportionate share of said sum.

3. The action of the corporation in executing this agreement shall not be construed as a waiver of shop rights or implied license resulting from the employment relationship.

4. The employee hereby agrees that he enters into his contract of employment above referred to, at the city of _____; and that all his rights growing out of said employment, including his rights to workman's compensation, shall be governed by the laws of the state of _____.

5. As a consideration of his employment, the employee hereby agrees to accept and be governed by the wage payment system in effect at the time of his employment, or such revisions thereof as may from time to time be deemed necessary by the corporation. Said term "wage payment system" shall be construed to mean the system or systems whereby the employee's earnings are computed from piece work operations. It is agreed that if the employee leaves voluntarily he will be paid at the next regular pay day of his department, or at an earlier date, at the option of the corporation; and, if discharged or laid off will be paid as soon as possible at the pay office. This contract may be terminated at any time by either the corporation or employee by discharge or resignation respectively.

6. The employee will be charged cost price for all the corporation's tools and other property issued to him, which are not returned.

THE ABOVE HAS BEEN READ BY ME (TO ME) AND I HEREBY AGREE TO THE STATEMENTS AND CONDITIONS AS OUTLINED.

WITNESS FOR _____

DATE _____

_____, INC.

(Employee Sign Here)

MANAGEMENT RECORD

EMPLOYEES' AGREEMENT

Relating To Inventions

THIS AGREEMENT, made and entered into this

day of

by and between _____ Company, of _____ ,

, a corporation of _____ , hereinafter called "the Company," and
hereinafter called "Employee," Witnesseth:

1. It is agreed that the inventions contemplated by this agreement, and hereinafter referred to as "said inventions," include only those conceived or made by employee solely or jointly with others, during or outside of working hours within the term of employee's employment by the company, and exclude inventions conceived or made by employee solely or jointly with others before his employment by the company, or after termination of his employment by the company; and that "said inventions" include only those which relate to or are generally adaptable to promotion of the business of the character now carried on by the company, and any reasonable development, expansion or extension of the company's business or field of operation; it is further agreed that employee shall, within ten days of his execution hereof, in writing, notify the company of all inventions conceived or made by him solely or jointly with others before his employment by the company, such notification to include the numbers of all letters patent granted to employee and the dates and identification of descriptions published by employee covering his inventions, but if employee shall have made an invention or inventions before entering the employ of the company, not covered by letters patent or described in any publication, he shall in such notice include only a descriptive title or titles of such invention or inventions, with a simple general statement of the purposes or field of use thereof; it is further agreed that if inadvertently, intentionally or for any cause employee fails to notify the company of inventions as above provided, the employee hereby grants to the company and its customers, without further consideration, immunity for the past and future from suit under all letters patent which may be granted to employee, his legal representatives or assigns, covering inventions of which, according to the terms of this agreement, the company should have been notified within the ten-day period.

2. In consideration of employee's employment by the company, he agrees, without compensation other than the salary or wages paid him by the company, the amount of which may be changed by mutual agreement between himself and the company without affecting this agreement, promptly to disclose to the company and to assign to the company the entire right, title and inter-

est in and to all "said inventions," which shall become and remain the property of the company, its successors or assigns, whether or not applications for letters patent therefor be filed; and employee further agrees that at the time of termination of his employment by the company he shall, in writing, and by drawings or sketches describe to the company all and singular those of "said inventions" made or conceived by him solely or jointly with others during the period of his employment by the company and which he shall not have theretofore disclosed to the company.

3. Employee further agrees that he will, at the request and at the expense of the company, make original, divisional, substitute, continuing, renewal and reissue applications, through such patent solicitors as the company may name or appoint, for letters patent of the United States and any or all foreign countries for any or all of "said inventions," with the proviso that such requests to make original applications shall be made not later than three years after termination of employee's employment with the company; employee further agrees to assign to the company the entire right, title and interest in and to all applications for letters patent of the United States and foreign countries for all "said inventions," and in and to all letters patent of the United States and foreign countries granted for "said inventions" or upon said applications; employee agrees to execute and deliver to the company, at its expense, either before or after termination of his said employment, all papers, instruments and documents, and to do all things necessary and reasonable, fully to protect the rights of the company, and to vest in it, its successors or assigns, the aforesaid entire right, title and interest in and to "said inventions," applications for letters patent for "said inventions" and letters patent granted for "said inventions" or on said applications; and employee further agrees that termination, either by himself or by the company, of his said employment by the company, shall not release him from any of his agreements or obligations herein recited.

4. This agreement shall be binding upon and inure to the benefit of the company, its successors or assigns, and employee, his heirs, executors or administrators.

IN WITNESS WHEREOF the parties hereto have executed the above agreement and attached their respective seals the day and year first above written.

COMPANY

By:

President

(Corporate Seal)

WITNESSES:

ATTEST:

Secretary

(Seal)
Employee

application within two years from the date of submission of the complete disclosure of the invention to the employer, the employer will, within six months from the written request from the inventor to do so, either file such patent application or agree to grant a written release of the invention to the inventor upon his filing of a patent application if such application is made within one year from the date of such agreement.

"In all cases where the employer releases an invention to an employee the employer has the right to retain a royalty-free, nonexclusive license under any patent which may be issued thereon to the inventor. The right to such release, and any patent obtained by the employee after granting such release, shall be subject to any contractual or other legal obligations of the employer to the United States Government, including governmental secrecy orders and contractual obligations of the employer to grant the government a free license in inventions developed under governmental contracts, or to other customers' contractual obligations binding on the employer."

A West Coast aircraft company has a clause in its agreement with an independent engineers association that any changes in the patent plan must first be discussed with the association:

"Employees covered by this agreement shall be entitled to whatever benefits are made available to other personnel of the company under the patent plan in effect at the time this section becomes effective as a part of this agreement, except that the company may, at its discretion, make changes in the patent plan. Before any changes are made in the plan, or officially announced by the company, they will first be discussed with the association. Interpretation or application of the plan shall not be subject to the provisions of article III (grievance procedure and arbitration) of the agreement."

A clause in another company's agreement with an independent technical employees' union reaffirms the signing of the patent agreement as a condition of employment. In addition, it authorizes disputes arising under the patent contract to be adjusted by the grievance procedure, but they are not subject to arbitration:

"... No grievance or dispute concerning the interpretation or application of this article XII or such patent contract, or the patent plan referred to therein, shall be subject to the provisions of article IV (arbitration) hereof but any such grievance or dispute may be adjusted in accordance with the provisions of article III (grievance procedure) hereof."

As indicated by the survey results, production workers and other organized groups are not often a party to assignment agreements. In spite of this, however, clauses governing participation in patent agreements are included in some union contracts.

A CIO union has a rather novel agreement with one company where compensation for an invention is negotiable:

"The company urgently solicits employees to submit for its consideration any patentable inventions which they

may have, and will negotiate with employees for adequate compensation for such inventions as are acceptable.

"The company shall have the right to practice free of royalty any ideas or inventions conceived or developed in connection with its products by employees (i.e., engineering, research, experimental mechanics, tool designers, etc.) who in the normal course of their employment are employed to design or develop such products.

"Except as above indicated neither the employees nor the company waive any rights to ownership of or license to practice or any other rights to inventions which accrue to them by operation of law in the absence of this agreement."

Another company cannot claim, as a condition of employment, assignment of inventions made by members of the bargaining unit:

"The company shall not exact or require as a condition of employment or as part of its contract of employment that any invention or improvements made by an employee in the collective bargaining unit described in section 1 hereof shall belong to the company."

On the other hand, several companies who forego assignment of employees' inventions salvage their shop rights in clauses such as this one:

"It will be the policy of the company to permit employees under this agreement to retain ownership of inventions made during the course of employment, provided, however, that the company shall have shop rights, extending to its affiliated companies, to all inventions made by employees in the course of employment."

ROCHELLE O'CONNOR
Division of Personnel Administration

Coffee Hour

(Continued from page 299)

for rolls and pastries. Employees are found to cooperate 100% in expediting the process and in returning coffee cups to the coffeeroom.

A New York City Firm's Arrangement

It's free coffee, also, at Marsh & McLennan, Inc., in New York City. For more than two years, a restaurateur has been delivering coffee to this company five days a week. Two men bring in the large urns of coffee and place them on formica-top tables just outside two coffeerooms. A coffeeroom is located on each of the two floors used by the company. About 350 of the company's employees take advantage of the free coffee and carry it into the coffeeroom where tables and chairs are provided. Pastry is available at the employees' own expense.

Morton Salt Company's Canteen Room

By providing a canteen room for serving milk, soft drinks, ice cream and other refreshments, besides

coffee at a nominal charge, the Morton Salt Company has offset the practice of employees leaving its Chicago headquarters office for trips to restaurants within and outside the building. Coffee is delivered by an outside service and is dispensed from three- and five-gallon containers. It is kept hot throughout the day by an electrical heating unit. The coffee distributor checks requirements twice daily.

The company charges employees 5 cents a cup which is less than cost when paper cups and other supplies are accounted for, but feels that the employees appreciate receiving the beverage at the nominal fee. Other refreshments available in the canteen rooms, such as milk and soft drinks, are dispensed by vending machines.

The time for the fifteen-minute morning and afternoon rest pause is determined by departmental requirements with each department head responsible for his particular group.

A Recital Hall Pinch-Hits

Coffeeroom space is borrowed from a large recital hall in the musical instrument store of the Rudolph Wurlitzer Company in Chicago. Coffee and rolls are placed in a corner of the hall which is easily accessible to all employees.

Having coffee brought in and served to the employees on the premises has served several good purposes, according to this store's management. It has created good will by sanctioning the coffee privilege; it has provided coffee to employees at less cost than at neighboring restaurants, and it has cut down on colds and corresponding absenteeism. This last claim is explained as follows: Formerly employees exposed themselves to illness by dashing outside the building in cold or wet weather without hats or coats for nearby restaurants.

The store purchases coffee from a coffee-servicing company which delivers it in a three-gallon container. A small quantity of assorted sweet rolls are delivered by a local bakery. The first cup is 10 cents but the second one is free.

Rest periods are not formally worked out; employees use discretion concerning the number that can be away from their duties at the same time. Paying is left to the honor system and everyone helps clean up. At night the janitor does a thorough job of keeping the place orderly and clean.

Because there is little coffee drinking during the summer months, the project is not popular enough to carry on and is discontinued until fall.

Lounges Serve as Coffeerooms

When Marsh & McLennan, Inc., Chicago, moved to its present site in 1948, the space was remodeled to fit the concern's needs, and provision was made for separate lounges for men and women. Coffee is served

in these lounges by a commercial coffee service from 9:30 a.m. until the middle of the afternoon. People serve themselves. The matron in the women's lounge keeps a supply of cream, sugar, cups and napkins available, and someone is appointed to do the same in the men's lounge. There are approximately 280 women and 220 men in the firm's Chicago offices.

A Self-Service Bar

About two to three years ago, Eaton Stamping Company at Eaton Rapids, Michigan, initiated the practice of serving free coffee to employees after discontinuing the custom of allowing them to leave the building for coffee. A self-service coffee bar is set up in the plant, accessible to all the fifty production and office employees. Rolls are not available.

There is no congestion since the workers may get the coffee any time they want it, so long as they take the coffee back to the job. The coffee bar has a kitchenette attached where cup washing and clean-up service is provided by the maintenance help.

Management spends \$62.50 per employee per year for the free coffee but feels it is worth it from the standpoint of production and employee relations.

COFFEE IS BROUGHT TO THE WORK SITE

The use of commercial coffee-serving firms that bring the beverage to the office and plant is an increasingly popular custom, especially in large cities. Many establishments, not equipped with company cafeterias and faced with mass departures of employees to lunch-rooms in the neighborhood, find that bringing coffee to the premises keeps all work stations covered and cuts coffee time to a fraction of what was involved with elevator trips and jaunts to various corner lunch-ponettes.

Concerns in Chicago, New York and Boston, including advertising agencies, and insurance companies, are among those having coffee and rolls brought in to the employees. This trend was sparked in New York about three years ago when Mutual Life Insurance Company arranged for a chain restaurant firm to bring coffee and rolls to its new building.

Some of these restaurateurs use rolling carts attended by waitresses who tour the company's premises, stopping at convenient locations for employees to buy their coffee. One concern charges 12 cents for coffee and 12 cents for a roll, with one choice of sweet roll each day. Another caterer charges 25 cents for coffee and roll but offers three choices of sweet rolls each day.

The entire business of a Chicago concern is based on supplying hot coffee to industrial plants and offices. This firm delivers hot coffee in stainless steel vacuum insulated containers with faucets attached ready to serve. Instead of selling coffee by the cup, the supplier sells it in bulk for service at the plant or office.

More than 1,000 gallons of coffee are delivered every day to plants and offices in a territory covering about twenty-one square miles. A ton of dry coffee is consumed each week.

The company reports that 75% of its customers require coffee for use at the morning break and most of them also serve it at noon. The type and size of the companies served vary considerably. There are some with only fifteen or twenty employees and others with seven or eight hundred. Because this coffee service firm does not supply rolls, most companies make other arrangements to provide sweet rolls to be served with the coffee.

Cost of the coffee to the firms is \$1 per gallon. This includes sugar and cream. There are about twenty cups per gallon so the cost without paper cups is about 5 cents a cup. The coffee service firm sells paper cups for \$12.50 per thousand. The total price per cup, therefore, runs about 6 1/4 cents.

In all cases, the coffee service firm bills the company and has no contact with the employees. This is true even if the project is really run by the latter. (Sometimes there is an arrangement whereby employees handle the coffee project and charge 7 or 8 cents a cup, using the profit for the employees' fund.)

Another Chicago firm in the coffee serving business reports that in offices where appearances are important, uniformed waitresses serve the coffee at the individual desks. In industrial plants it provides galvanized metal carts which bring coffee to the work bench or to small counter setups in strategic locations. This concern finds it practicable to service plants only if there is a minimum of seventy-five employees.

American Can Company Is a Customer

A New York company which has taken on a caterer's service is American Can Company, tenant of seven floors in a midtown Manhattan office building. About 75% to 80% of the company's 1,300 headquarters office employees get coffee and rolls from the rolling carts which are trundled throughout the seven floors.

Introducing this coffee service at American Can was no hit or miss proposition. Months of careful planning preceded the project. Although service didn't begin until December, 1951, spade work actually started when consultations with a restaurant firm were initiated in 1950.

A study was made of delivery-receiving facilities and of the freight elevator service in the building in order to determine the feasibility of the project. A survey of the number of employees leaving the offices for coffee was conducted to estimate potential customers for the service should it be inaugurated.

When the decision was made to have coffee brought in, a company committee was appointed which included one person from each floor. This group figured

out the problems which a mobile serving unit would encounter on the respective floors—the number of stops which would be required to serve all customers efficiently, the number of doors which would need opening, etc.

The committee drew blueprints of the floors and designated necessary coffee-cart servicing stops. (The layout of the floor, and not the number of employees may decide the number of stops.)

Each floor committeeman located places where the waitresses and servicemen could hang their coats when they arrived to serve the coffee. He also sought cooperation from persons sitting near doors to help the waitresses when they are obliged to wheel the carts through the doors.

After supervisors had been notified about the decision to implement the coffee plan, letters were sent to employees giving the schedule of stops for each floor. Following is the letter which accompanied the schedule:

"TO ALL EMPLOYEES
NEW YORK OFFICE

"Our company, together with many other companies in this area, has been concerned over the fact that hundreds of employees leave their offices every morning for a cup of coffee or a morning snack. Our management has given considerable thought to the problem of how the efficiency of the office could be increased by having all employees on the job at all times and, at the same time, to the desire of employees to have a second cup of coffee.

"Our company has looked at both sides of the problem and has decided that coffee should be made available on the job for those who desire it.

"We visited a number of New York offices where coffee is served to employees on the job. In every instance we found everyone very happy about the arrangement. In every office employees said they wouldn't go back to the old way.

"So, starting Tuesday, December 4, at 9:30 a.m., [company name] restaurant serving carts will make stops on each Canco floor in the building. A list of the offices to be served at each stop is attached.

"Coffee will be sold for 12 cents per cup, milk for 15 cents per half pint, and buns for 12 cents each. It will not be necessary to tip the servers. You may take your snack to your desk, and we urge you to keep your working space as neat and clean as possible.

"If you are in another department on business at the time refreshments are served, you may make your purchases there.

"Our management believes that coffee service at the desk is a fair and pleasant way of making a mid-morning snack available to all without the necessity of leaving the office. The service will be on a trial basis for approximately three months, and we shall be happy to have you tell your supervisors or the personnel division what you think of it."

How It Is Working Out

Operations begin at 7:45 a.m. when the caterers

bring in supplies. This early hour is occasioned by the need to use the freight elevator before it is given over to mail deliveries. Supplies are delivered on the respective floors where service men put them on the wagons which are ready to roll at 9:30 o'clock when the waitresses come on duty. Operations end at 10:30.

Employees go to the cart when it stops in their section to serve themselves coffee and cream. An attending waitress serves the rolls wrapped in paper napkins, hands out spoons and sugar and makes change when necessary. Two restaurant service men circulate on the floors checking coffee and other supplies. To avoid the practice of employees running downstairs for cigarettes, the company asked the supplier to carry some on their wagons.

The plan is evoking lots of enthusiasm. After a three months' trial, the head of every payroll unit was polled for good or bad comments. The sentiment was overwhelmingly in favor of continuing the program.

Following are some of the comments:

"The entire atmosphere of the department has improved."

"Practice should be continued—everyone approves."

"I don't approve of second breakfasts, but this answers the problem."

"Everyone enjoys it—it is not abused—continue the custom."

"Has worked out much better than anticipated. Continue it by all means. There is no mess."

Department management has been instructed to tell people they are not permitted to leave the offices to have coffee outside. And this rule goes for supervisors, too.

American Can people are enthusiastic about the plan for two reasons. One is the time it saves. People were formerly away from desks as much as a half hour; now they are finished with their coffee in about ten minutes. One committee member states that everyone in the department is served and finished in twenty minutes, the minimum average time it formerly took for one person to go out for coffee. In addition, telephones and desks are covered at all times. Some supervisors allow workers to gather at neighboring desks for their coffee break—as long as they are near enough to answer their own phones.

Another selling point which is stressed is that everyone is treated alike. The coffee break is a democratic process because executives and employees all have the same privilege. There is no departing of bosses for the restaurant downstairs with the remainder of the personnel staying on the job. Applicants who are waiting for interviews in the personnel office are invited to participate at their own expense.

Like so many first nights, the debut of the coffee carts at American Can was marked with a minor catastrophe. On the first morning of the trial period, when feelings were still mixed and many were dubious

about the worth of the plan, a large container of cream was knocked off the cart and spilled outside an executive's office. Now it's all chalked up to the usual jinx of first appearances—because mishaps rarely occur.

Skilsaw Uses a Chicago Service

Free coffee on the house is a ten-year-old custom for employees of Skilsaw Inc. in Chicago. Skilsaw purchases its brew from a coffee service firm which delivers the coffee in three- and five-gallon vacuum cans. Frequent points of distribution throughout the building make it so convenient for all employees that it is unnecessary to stagger the ten-minute rest periods. Heavy paper cups are provided and rolls are available for 10 cents through vending machines.

Coffee is offered at noon, also, to any who desire it, but it is not served at the 3 p.m. rest period.

The cost to Skilsaw for furnishing free coffee is approximately \$688 a month. But the company feels the cost is well repaid by employee enjoyment and appreciation. And they believe that these factors have, in turn, brought about better production. Approximately 95% of the employees join in the coffee drinking.

LEAVING THE PREMISES

Although many companies prefer to have coffee served on the premises, others provide official rest periods and leave it up to the employees to determine where they'll have their morning coffee. They have various reasons. A company may not have a cafeteria or lunch room. Perhaps the size of the establishment, the distribution of work stations or the nature of the company's business are not practicable for providing coffee at the work site. In some cases companies feel it is less trouble to grant a rest period and let employees forage for themselves. In this instance it is usually left up to the supervisors to see that the time limit is observed and the privilege not abused.

One of the companies allowing employees to select their own place for coffee is Marshall Field and Company in Chicago. Employees are given fifteen-minute rest periods both morning and afternoon. They may use the employee cafeteria where all types of refreshments are available by counter and vending machines, and the cost is less than normal retail. Or they may patronize the store's public restaurant areas. A third choice is visiting adjacent drug stores. Rest periods are accorded in line with the convenience of working operations.

It is also up to employees of the Peoples Gas Light and Coke Company's main office in Chicago to choose where morning coffee will be drunk. They may visit nearby coffee shops, or they may have coffee for 5 cents and rolls for 10 cents in the company's lunch and recreation room. (There are no cafeteria facilities.)

At the outlying office and production locations of

this concern, practices vary depending upon the location. At some places workers go to nearby coffee shops, and at others they make use of company facilities for brewing coffee during lunch and rest periods.

Employees located in the head office building of Union Oil Company of California are permitted to visit the coffee shop in the building. This is operated by a concessionaire and seats about 150 people.

VENDING MACHINES

Coffee from vending machines has been an innovation of recent years and is particularly popular where convenient lunch counter or company cafeteria services are not provided as well as in production areas where workers cannot leave their work stations.

Vending machines are frequently found in city offices. Riegel Paper Corporation of New York, with 270 employees in its New York office, has these machines in its lunch room. Employees of this company can also make their own coffee and many of the women keep a supply of powdered coffee on hand. A woman attendant has hot water available, which she heats on an electric plate in the kitchen adjoining the lunch room. The men usually use the vending machines.

Any persons desiring rolls bring them along when they come to work.

American Airlines, Inc., New York, also uses vending machines for coffee and milk. In addition, this concern is served by a commercial catering firm which brings in beverages and pastries and serves them from rolling wagons.

Another plant using vending machines is the Fieldcrest Mills in Spry, North Carolina. Since Fieldcrest has a canteen service in the mills, it purchased the coffee vending machines outright from the vendor, and services them from the canteen. Coffee is 5 cents a cup. Employees in the mills can go to the machines at any time and get a cup of coffee. Soft drink machines were also installed. Prior to adopting the service, the management sent employees a letter explaining that if excessive loitering around the machines resulted the machines would be removed.

Even when coffee vending machines are not provided, this type of service is frequently used to furnish rolls and other refreshments, such as at Skilsaw and S. C. Johnson Company.

DORIS M. THOMPSON

Division of Personnel Administration

Company Security

(Continued from page 302)

interviewed by our works security representative, using his Personnel Security Questionnaire (PSQ) as a basis. During this interview, he is told about the state statute line by line, word by word. When we finish, the potential employee knows that he can go to jail for six months if he lies under oath. There is no confusion, no misunderstanding. He knows exactly where he stands.

"Several times, as an experiment, I've just handed prospective employees the printed security agreement. This included extracts from the espionage laws on the reverse side. I have asked them to read it and sign it if they understood what it said. All of them signed it.

"Do you know what you've signed," I asked.

"Sure," they said.

"Then explain it to me."

"In every case—I repeat, in every case—their explanation was a series of mumbles and stutters, ending with a rather sheepish look, and the applicant said, 'I guess I don't understand it after all.'

"We make sure a person knows the implication of the security form he is signing."

Employees in another company are approached on the following basis, as described by that company's security officer:

"We fight fire with fire. We, like the Communists, use the personal approach. A worker's security indoctrination begins with a man-to-man talk. He is told that if he

violates the espionage laws, he will go to jail. We lay it on pretty thick, too. By the time we finish, the employee is actually afraid to violate security regulations.

"We then appeal to patriotism. Here again, we govern our interview according to the individual. Some people are more patriotic than others. Some have tears in their eyes when you talk about America. Others just grin cynically. When we appeal to patriotism, we sort of feel our way, doing our best to make the strongest impression on each individual.

"After appealing to fear and patriotism, we appeal to pride. I used to say something like this: 'Now look, Joe, security is not just my responsibility or the manager's responsibility. It is your responsibility. You will be held accountable. I need your help! The company needs your help! The government needs your help! As there are thousands of workers here and I can't keep an eye on all of them, be on your toes and report anything unusual.' This approach definitely pays dividends as the employee has a definite sense of participation. He becomes part of security."

"Of course, inspiration dies quickly. We find that we have to keep hammering and hammering away to keep security consciousness alive. I have found that an effective way to do this is by having small, highly personal meetings with employees. There are perhaps ten or so people at these meetings—almost like a Communist cell. The personal approach has paid big dividends."

WHAT THE EMPLOYEE CAN DO

In talking with the employee, the security officers stress that he, like the foremen, should be given a knowledge of what he can do. Some of the "can do's"

emphasized are: (1) Report any suspicious act or circumstance immediately to the supervisor, foreman, or department head. (2) Talk about sabotage in meetings and spare time. "Make your fellow workers realize the importance of protection. Attempt to develop an alertness which will make you a part-time plant protector along with your daily work." (3) Report all cases of repeated or deliberate carelessness. (4) Stay away from railroad terminals, docks, bridges, reservoirs and public utilities that are under guard unless for business reasons. (5) Ask strangers what their purpose is in the area. Check with the patrolman at the gate if their reason is not sufficient or they have no pass or card to identify them. (6) Keep confidential information, records, blueprints, etc. secret and confidential; do not leave them around for everyone to see. "Never leave anything on your desk at lunchtime or at night that might hurt your company if lost." (7) Take more of an interest in fellow workmen, find out something about their associates and their habits. "This is not being a busybody and does not imply that you should be too inquisitive of personal activities, but frequently saboteurs and other agents are identified by the company they keep and the contacts they make."

Besides emphasizing the positive side of what an employee can do, security officers also set up these precautions: (1) Don't talk to strangers about work. "Don't spread vital information about your work or the activities of your company. This information passed on to persons with wrong intentions may prove helpful to the enemy." (2) Don't report persons with whom you have had difficulties or those whom you dislike just to cause them trouble. (3) Don't play detective. "Your amateur efforts may spoil a case." (4) Don't attempt to evaluate information. The smallest detail may lead to discoveries of vital importance. (5) Don't wander all over the plant. "Work in the area to which you are assigned and help keep people out of your area unless they have sufficient reason to be there."

While the personal approach to employees regarding plant security usually strikes closest home, practically all media of communication are used in current employee security education programs. Films, lectures, memoranda, articles in plant newspapers and magazines are some of them. Posters and displays, stuffers in paycheck envelopes, bulletin boards within the plant, and billboards on the street or road also tell the security program to employees. Occasional letters to both the employee and his family, Burma-Shave-type signs, cartoons and various pamphlets have been used in employee programs. Because it is a particularly important channel of communication, the plant newspaper or magazine most frequently carries articles on the company's security program and the various phases of plant protection.

Some companies have a different attitude toward

gaining employee participation in a security program. They rely more upon their day-to-day relations with their employees. One cooperator, for example, in amplifying this point, states:

"We have no formal educational program in security matters except that conducted by and for the management at every level. So far as the rank and file are concerned, however, our magazine regularly carries a feature having to do with the American way. We do not rely so much upon educative brochures, courses, pamphlets and the like; we rely more upon demonstrating the virtues of our system through day-to-day personal contacts with employees. Our management tries to get the message across by rewarding in proportion to individual merit and personal enterprise. We find that perhaps our greatest enemies are ignorance and apathy, not the attractiveness of some other way of life, and that a real live demonstration is more eloquent than a shower of pamphlets."

On this same note, another company executive adds:

"We have no formal employee education program in security matters. We believe that 'a good place to work' based on good working conditions, just pay, job security, and fair treatment of and by management and employees alike is the strongest bulwark against infringement on our American way of life."

R. MAXIL BALLINGER
Division of Business Practices

Personnel Briefs

Scholarships for Saudi Arabs

The Arabian American Oil Company has inaugurated a scholarship program under which about fifty young Arab Aramco employees will be sent to Middle East universities over a five-year period. Most will go to the American University of Beirut. The students receive tuition, transportation, room and board, a clothing allowance and three fourths of their salaries while taking courses of their own choice.

An average of ten Saudi Arabs receive scholarships annually. If he maintains a satisfactory scholastic record, each is allowed to remain in school until he earns a degree. The students work for Aramco during summer vacations, but are under no obligation to stay with the company after graduation.

Lighthouse Resort

Lighthouse Resort is a summer vacation spot purchased by S. C. Johnson and Company, Inc., for employees and their immediate families. Full housekeeping facilities are available in family cottages and a main house on the Lac du Flambeau Indian Reservation in north central Wisconsin. Vacationers have the use of boats and a central lodge. In assigning facilities for a week's stay, preference is given first to employees in the lower-pay groups and then to those with the longest service with the company.

Significant Labor Statistics

Item	Unit	1952						1951	Year Ago	Percentage Change	
		June	May	Apr.	Mar.	Feb.	Jan.			Latest Month over Previous Month	Latest Month over Year Ago
Consumers' Price Index¹											
All items.....	Jan. 1939=100	180.8	180.6	180.0	178.2	177.7	180.3	180.2	175.4	+0.1	+3.1
Food.....	Jan. 1939=100	240.5	240.1	237.8	234.4	233.9	240.3	239.5	231.1	+0.2	+4.1
Housing.....	Jan. 1939=100	125.0	125.0	124.8	124.5	124.5	124.5	124.0	119.9	0	+4.3
Clothing.....	Jan. 1939=100	150.9	151.7	152.1	152.3	152.7	153.7	154.6	154.9	-0.5	-2.6
Men's.....	Jan. 1939=100	168.3	169.0	169.6	169.9	170.2	171.2	172.7	172.8	-0.4	-2.6
Women's.....	Jan. 1939=100	136.2	137.1	137.3	137.4	137.9	138.8	139.2	139.8	-0.7	-2.6
Fuels.....	Jan. 1939=100	133.8	133.4	135.9	135.9	135.8	135.9	135.8	133.5	+0.3	+0.2
Electricity.....	Jan. 1939=100	91.2	91.2	91.1	91.1	91.1	91.2	91.0	90.8	0	+0.4
Gas.....	Jan. 1939=100	102.9	102.9	103.1	102.7	102.1	102.1	102.0	101.4	0	+1.5
Housefurnishings.....	Jan. 1939=100	165.8	166.2	167.5	167.5	168.7	169.1	170.6	173.2	-0.2	-4.3
Sundries.....	Jan. 1939=100	171.1	170.7	170.4	168.2	166.9	168.1	168.5	164.0	+0.2	+4.3
Purchasing value of the dollar.....	Jan. 1939 dollars	55.3	55.4	55.6	56.1	56.3	55.5	55.5	57.0	-0.2	-3.0
All items (BLS).....	1935-1939=100	a 191.1	a 190.4	a 189.6	a 188.4	a 188.3	a 190.0	a 190.0	a 185.5	+0.4	+3.0
Employment Status²											
Civilian labor force.....	thousands	64,390	62,778	61,744	61,518	61,838	61,780	62,688	63,783	+2.6	+1.0
Employed.....	thousands	62,572	61,176	60,132	59,714	59,752	59,726	61,014	61,803	+2.3	+1.2
Agriculture.....	thousands	8,170	6,960	6,412	6,012	6,064	6,186	6,378	8,035	+17.4	+1.7
Nonagricultural industries.....	thousands	54,402	54,216	53,720	53,702	53,688	53,540	54,636	53,768	+0.3	+1.2
Unemployed.....	thousands	1,818	1,602	1,612	1,804	2,086	2,054	1,674	1,980	+13.5	-8.2
Wage Earners³											
Employees in nonagriculture establishm'ts.....	thousands	p 46,322	p 46,320	p 46,258	p 46,001	p 45,899	p 45,913	p 47,663	p 46,567	g	-0.5
Manufacturing.....	thousands	p 15,440	p 15,671	p 15,784	p 15,869	p 15,859	p 15,776	p 15,913	p 15,956	-1.5	-3.2
Mining.....	thousands	p 862	p 894	p 897	p 904	p 902	p 909	p 916	p 927	-3.6	-7.0
Construction.....	thousands	p 2,661	p 2,517	p 2,410	p 2,296	p 2,308	p 2,316	p 2,518	p 2,686	+5.7	-0.9
Transportation and public utilities.....	thousands	p 4,170	p 4,138	p 4,098	p 4,118	p 4,111	p 4,103	p 4,161	p 4,161	+0.8	+0.2
Trade.....	thousands	p 9,737	p 9,744	p 9,817	p 9,668	p 9,643	p 9,720	p 10,660	p 9,732	+0.4	+0.6
Finance.....	thousands	p 1,978	p 1,959	p 1,958	p 1,937	p 1,919	p 1,909	p 1,912	p 1,893	+1.0	+4.5
Service.....	thousands	p 4,839	p 4,795	p 4,748	p 4,681	p 4,667	p 4,671	p 4,702	p 4,835	+0.9	+0.1
Government.....	thousands	p 6,585	p 6,602	p 6,551	p 6,528	p 6,490	p 6,509	p 6,881	p 6,377	-0.3	+3.3
Production and related workers in manuf'g.....	thousands	p 12,357	p 12,599	p 12,724	p 12,815	p 12,820	p 12,766	p 12,911	p 13,064	-1.9	-5.4
Employment.....	thousands	p 6,950	p 7,276	p 7,321	p 7,316	p 7,306	p 7,264	p 7,322	p 7,409	-4.5	-6.2
All manufacturing.....	thousands	p 5,407	p 5,323	p 5,403	p 5,499	p 5,514	p 5,502	p 5,589	p 5,655	+1.6	-4.4
Average weekly hours.....	number	p 40.4	p 40.2	p 39.8	p 40.7	p 40.7	p 40.8	p 41.2	p 40.7	+0.5	-0.7
All manufacturing.....	number	p 41.1	p 41.1	p 40.8	p 41.7	p 41.7	p 41.8	p 42.2	p 41.8	0	-1.7
Durable.....	number	p 39.4	p 38.9	p 38.4	p 39.3	p 39.5	p 39.5	p 39.9	p 39.4	+1.3	0
Average hourly earnings.....	dollars	p 1.658	p 1.657	p 1.654	p 1.656	p 1.644	p 1.640	p 1.636	p 1.599	+0.1	+3.7
All manufacturing.....	dollars	p 1.746	p 1.745	p 1.741	p 1.746	p 1.731	p 1.726	p 1.723	p 1.681	+0.1	+3.9
Durable.....	dollars	p 1.540	p 1.531	p 1.530	p 1.530	p 1.522	p 1.520	p 1.515	p 1.484	+0.6	+3.8
Average weekly earnings.....	dollars	p 66.98	p 66.61	p 65.83	p 67.40	p 66.91	p 66.91	p 67.40	p 65.08	+0.6	+2.9
All manufacturing.....	dollars	p 71.76	p 71.72	p 71.03	p 72.81	p 72.18	p 72.15	p 72.71	p 70.27	+0.1	+2.1
Durable.....	dollars	p 60.68	p 59.56	p 58.75	p 60.13	p 60.12	p 60.04	p 60.45	p 58.47	+1.9	+3.8
Straight time hourly earnings.....	dollars	e 1.607	e 1.604	e 1.605	e 1.597	e 1.585	e 1.579	e 1.571	e 1.540	+0.2	+4.4
All manufacturing.....	dollars	e 1.683	e 1.681	e 1.682	e 1.678	e 1.659	e 1.653	e 1.644	e 1.611	+0.1	+4.5
Durable.....	dollars	e 1.506	e 1.493	e 1.494	e 1.489	e 1.480	e 1.476	e 1.468	e 1.441	+0.9	+4.5
Turnover rates in manufacturing³											
Separations.....	per 100 employees	p 3.7	p 3.9	p 4.1	p 3.7	p 3.9	p 4.0	p 3.5	p 4.3	-5.1	-14.0
Quits.....	per 100 employees	p 2.1	p 2.2	p 2.2	p 2.0	p 1.9	p 1.9	p 1.4	p 2.5	-4.5	-16.0
Discharges.....	per 100 employees	p 0.3	p 0.4	p 0	-25.0						
Layoffs.....	per 100 employees	p 1.0	p 1.1	p 1.3	p 1.1	p 1.3	p 1.4	p 1.5	p 1.0	-9.1	0
Accessions.....	per 100 employees	p 4.8	p 3.9	p 3.7	p 3.9	p 3.9	p 4.4	p 3.0	p 4.9	+23.1	-2.0

^a Adjusted indexes:
 Dec., 189.1; Jan., 189.1; Feb., 187.9;
 Mar., 188.0; Apr., 188.7; May, 189.0;
 June, 189.6; Year ago, 185.2
^d Based on food prices for Dec. 12, 1951

^f Based on food prices for Feb. 13, 1952
^g Less than 0.05
^h Based on food prices for Mar. 12, 1952
ⁱ Based on food prices for May 14, 1952
^j Based on food prices for June 16, 1952

^e Estimated
^p Preliminary
^r Revised

Wage Adjustments Announced Prior to July 15, 1952

Company	Type of Worker ¹	Increase			Remarks
		Amount	Date Effective	Number Affected	
<i>Chemicals and Allied Products</i>					
Atlas Powder Company Wilmington, Del.	WE	\$0.05 hr.	3-20-52	220	Of increase 2.5¢ is subject to WSB approval. Previous average straight time was \$1.72 an hour, effective 9-20-51. Contract expires 9-20-52. (Dist. 50, UMW, ind.)
Hercules Powder Company Kenilv, N. J.	WE	\$0.04 hr.	3-10-52	422	Date of settlement 4-1-52. Granted under GWR 8. There is no escalator clause in the contract. Seventh holiday and increased shift differential to 7¢ and 15¢. Wage reopening 2-1-53. (Dist. 50, UMW, ind.)
Radford, Va.	WE	2%	5-15-52 approx.	6,400	Previous increase was 8.5% effective 10-1-51. The present increase is subject to WSB approval. Seventh paid holiday, up to 3 days off in case of death in family and hospitalization and surgical coverage for individual employee. Wage reopening 4-30-53. (United Gas, Coke and Chemical Workers, CIO)
Newport Industries, Inc. Bay Minette, Ala. De Quincy and Oakdale, La. Pensacola, Fla.	WE	no change	4-4-52	n.a.	Previous average wage rate was \$1.40 an hour. Pension and certain minor fringes granted. WSB approval has been received. Wage reopening 8-25-52. (Dist. 50, UMW, ind.)
Oldbury Electro Chemical Company .. Niagara Falls, N. Y.	WE	\$0.05 hr.	6-7-52	979	Previous average wage rate was \$1.89 an hour. One cent of the increase is subject to WSB approval. Increased disability benefits from \$35 to \$45 a week. Company to pay full cost of Blue Cross semi-private hospitalization including dependents. Two hour bonus for emergency call-ins and shift premium included in vacation pay. Mother and father-in-law included in funeral clause. Wage reopening 12-7-52. (Dist. 50, UMW, ind.)
Parke, Davis & Company Atlanta, Ga.	WE	\$0.02 hr.	4-24-52	17	Due to a wage reopening. Previous average wage rate was \$1.265 an hour. Additional day for sick leave granted for a total of 6. A 4¢ annual improvement factor granted. Wage and fringe benefits subject to WSB approval. Existing escalator grants quarterly adjustments for each 1.14 point change in the index; base is 5-15-50. Wage reopening 2-24-54. (Retail, Wholesale and Department Store Union, CIO)
Sharp & Dohme, Inc. New York, N. Y.	WE	4.187%	2-26-52	85	Date of settlement 3-13-52. Increase allowable under GWR 8. Wage reopening 8-26-52 with 60 days' prior notice. Previous average straight time hourly earnings were \$1.419, effective 1-13-52. (Office Employees Int'l Union, AFL)
Shawinigan Resins Corp. Springfield, Mass.	WE	\$16 hr.	2-1-52	280	Cost of living increase of 10¢, shift premium of 1¢ and 5¢ increase on base rate. WSB approval was received 4-20-52. Wage reopening 5-1-54. Date of settlement 3-4-52. (United Chemical Workers, AFL)
	S	\$10 mo.	4-1-52	20	Increase affects non-exempt employees. WSB approval has been received. (No union)
Union Carbide and Carbon Corp. Alloy, W. Va.	WE	\$18 hr.	6-2-52	n.a.	Four cents of the increase is subject to WSB approval. (United Gas, Coke and Chemical Workers, CIO)
Marietta, O.	WE	\$19 hr.	5-19-52	n.a.	Six cents is subject to WSB approval. (United Gas, Coke and Chemical Workers, CIO)
Virginia-Carolina Chemical Corp. Dothan, Ala.	WE	\$0.06 hr.	6-1-52 approx.	40	Previous average wage rate was 88¢ an hour. The increase was granted under GWR 6 and 8. Wage reopening 6-1-53. (Dist. 50, UMW, ind.)
<i>Communications</i>					
The Chesapeake & Potomac Telephone Company Washington, D. C.	S	\$3.50 to \$5.50 wk.	6-8-52	7,010	Subject in part to WSB approval. Average weekly salary was \$63.50. Wage reopening 6-1-53. (Communications Workers, CIO)

Wage Adjustments Announced Prior to July 15, 1952—Continued

Company	Type of Worker ¹	Increase			Remarks
		Amount	Date Effective	Number Affected	
Indiana Bell Telephone Company ... Indiana	S	\$3.38 wk. average	6-1-52	6,486	Previous average salary was \$54.96 a week. Less than \$1 of the increase is subject to WSB approval. Increase covers clerical, house service and plant craft employees. One week's vacation within calendar year after 6 months' service if on payroll 1-1 of that year. Wage reopening 6-3-53. (Communications Workers, CIO)
The Mountain States Telephone and Telegraph Company Interstate	S	\$8.50 to \$5.50 wk.	6-8-52	5,158	Subject in part to WSB approval. Average weekly salary was \$61.08, effective 6-4-51. One year contract, no wage reopening. Board and lodging reimbursement for certain employees granted. (Communications Workers, CIO)
Pacific Telephone & Telegraph Co. ... Northern California and Nevada	WE	\$6.047 wk. average	4-27-52	6,865	Previous average wage rate was \$73.24 an hour, effective 12-10-50. Maximum shift differential increased \$1 to total \$9 a week for employees whose basic weekly wage rate is \$90 per week or more. Contract expires 4-26-53. (Communications Workers, CIO)
Western Electric Company Burlington, Greensboro, Winston-Salem, N. C.	WE	\$10 to \$18 hr.	5-5-52	4,800	Partial approval by WSB required. Previous average hourly earnings were \$1.812, including incentive earnings. Contract terminates 5-4-53. (Communications Workers, CIO)
St. Paul, Minn.	WE	\$11 to \$18 hr.	4-27-52	350	Partial approval by WSB required. Previous average hourly earnings, including incentive, were \$1.427. Contract expires 4-29-53. (Int'l Union of Electrical, Radio and Machine Workers, CIO)
Western Union Telegraph Company ... New York, N. Y.	WE	see remarks	see remarks	30,000	The 12,827 employees on 45½ hour work week put on 40 hour week with 48 hour week pay. Those 11,646 employees already on 40 hour week granted 10¢ across-the-board increase. The 1,373 employees on a 35 hour work week granted an across-the-board increase of \$22 a month. Non-automobile messengers to receive a 5¢ an hour increase after 3 months with 4,218 affected immediately. Increases to be effective when WSB approval is received and the Federal Communications Commission approves increased telegram rates. (Commercial Telegraphers' Union, AFL)
<i>Electrical Machinery, Equipment and Supplies</i>					
Lamb Electric Company Kent, O.	WE	3.393%	4-7-52	850	Subject to WSB approval. (Int'l Ass'n of Machinists, AFL)
	S	3.393%	4-7-52	185	Subject to WSB approval. (Office Employees Int'l Union, AFL)
Westinghouse Electric Corp. Beaver, Pa.	WE	\$1.125 hr. average	1-2-52	1,500	Result of wage reopeners. Increase brought location in line with remainder of corporation. Modified union shop patterned after GM contract also granted. (Int'l Bro. of Electrical Workers, AFL)
Pittsburgh, Pa.	S	\$40 to \$1 wk.	5-1-52	14,000	(Westinghouse Independent Salaried Union)
<i>Fabricated Metals</i>					
Kane Manufacturing Corp. Kane, Pa.	WE	\$.06 hr.	4-1-52	100	The increase is subject to WSB approval. Christmas bonus of \$40 granted. (United Construction Workers, UMW, ind.)
Richmond Radiator Company Metuchen, N. J.	WE	\$.07 hr.	6-15-52	235	Previous average wage rate was \$1.98 an hour, effective 6-15-51. Present increase subject to WSB approval. Three weeks' vacation pay for 15 years. Increased shift differential for afternoon and evening shifts. Wage reopening 6-15-53. (Nat'l Bro. of Operative Potters, AFL)
Snap-on Tools Corp. Kenosha, Wis.	WE	\$.09 hr.	2-1-52	215	Vacation plan after 1 year's service grants a week and 2% of total earnings for the 12 months preceding 5-1 when calculations are made. After 3 years' service, 7½ days' vacation and 3% of earnings; after 5 years, 2 weeks and 4%. Previous average wage rate was \$1.89 an hour. Wage reopening 2-1-53 on 60 days' notice. (Int'l Ass'n of Machinists, AFL)

Wage Adjustments Announced Prior to July 15, 1952—Continued

Company	Type of Worker ¹	Amount	Increase		Remarks
			Date Effective	Number Affected	
<i>Food and Kindred Products</i>					
Anheuser-Busch, Inc. Newark, N. J.	WE	\$.10 hr.	4-1-52	176	Effective date to be retroactive if approved by WSB. Previous wage rate averaged \$2 an hour. Date of present settlement 5-14-52. Wage reopening 4-15-53. (Int'l Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, CIO)
Campbell Soup Company Camden, N. J.	WE	\$.10 hr.	5-29-52	5,000	A 5¢ increase granted to 350 employees in maintenance and power house departments in addition to the general increase. Previous average base rate was \$1.30 an hour, effective 10-30-50. Company now assumes full cost of surgical insurance, previously half. Wage reopening 3-1-53. WSB approval needed. (United Packinghouse Workers, CIO)
Chase Candy Company St. Louis, Mo.	WE	\$.01 hr.	4-1-52	880	Average wage rate was \$1.47 an hour prior to increase. Escalator clause contingent on C.P.I., increase when over 191, decrease under 182. Wage reopening 4-1-53. Seven holidays, one extra day sick leave and 3 weeks' vacation after 15 years. (Int'l Bro. of Teamsters, Chauffeurs, Warehousemen and Helpers, AFL)
Corn Products Refining Company ... Argo, Ill. North Kansas City, Mo.	WE	see remarks	5-18-52	2,950	Wage increases of 1¢ for process employees, 7¢ and 8¢ for mechanical employees. Subject to WSB approval. Wage reopening on 30 days' written notice. Previous average wage rate was \$.53 an hour, effective 8-1-51. (Oil Workers Int'l Union, CIO)
General Foods Corp. Hoboken, N. J.	WE	7%	3-25-52	400	Of increase 3.5% is subject to WSB approval. Date of settlement 5-23-52. Time and one half for holidays worked in addition to holiday pay and increased shift differential dependent on WSB. Wage reopening 3-24-53. Previous average wage rate was \$.150 an hour, effective 11-27-50. (Amal. Meat Cutters and Butcher Workmen, AFL)
General Mills, Inc. Buffalo, N. Y. Kankakee, Ill.	WE	\$.035 hr. \$.03 hr.	2-15-52 5-3-52	42 25	Granted under section 4 of GWR 8, revised. (Int'l Longshoremen's Ass'n, AFL)
Lodi, Calif.	WE	\$.01 hr.	4-15-52	170	Granted under section 4 of GWR 8, revised. (Amer. Fed. of Grain Millers, AFL)
H. J. Heinz Company Pittsburgh, Pa.	WE	see remarks	6-2-52	2,500 approx.	One cent an hour granted to grades 1 to 13 and 1.5¢ to grades 14 and 15. Cost of living formula: percentage increase in wage equal to percentage increase in CPI (base wage 12-3-51). Wage reopening 12-1-52. (Amal. Meat Cutters and Butcher Workmen, AFL)
Morton Salt Company Silver Springs, N. Y.	WE	\$.05 hr.	6-1-52	203	Increase is subject to WSB approval. Previous average wage rate was \$1.3943 an hour. Time and a half granted for hours worked on holidays. Cost of living reopening in 6 months. (Chemical Workers, Dist. 50, UMW, ind.)
<i>Leather</i>					
Lackawanna Leather Company Hackettstown, N. J.	WE	see remarks	12-7-51	50	15 piece workers granted 5¢ an hour; 35 hourly workers, 7.5¢. Previous average wage rate effective 12-7-50 was \$1.46 an hour. Paid holidays increased from 4 to 6. Wage reopening 12-7-52. (Amal. Meat Cutters and Butcher Workmen, AFL)
<i>Machinery (except electrical)</i>					
Fairmont Machinery Company Fairmont, W. Va.	WE	\$.15 hr.	5-16-52	72	The increase is subject to WSB approval. Previous average wage rate was \$2.078 an hour, effective 1-16-50. Reopening 5-53 for wages only. (United Construction Workers, UMW, ind.)
Harder Refrigerator Corp. Cobleskill, N. Y.	WE	\$.02 hr.	5-1-52	260	Previous wage rate was \$1.18 an hour. Election Day added as holiday. Increased insurance benefits: surgical to \$200, hospital to \$10 a day, sickness and accident to \$30 a week up to 26 weeks and \$1500 life insurance coverage. Wage reopening 11-1-52. (UAW, AFL)
Remington Rand, Inc. Elmira, N. Y.	S	\$1 wk.	4-21-52	218	Previous average salary was \$49.20 a week. Cost of living increase. Wage reopening 10-15-52. (Office Employees Int'l Union, AFL)

Wage Adjustments Announced Prior to July 15, 1952—Continued

Company	Type of Worker ¹	Increase			Remarks
		Amount	Date Effective	Number Affected	
Paper and Allied Products					
The Albemarle Paper Manufacturing Company	WE	\$.015 hr.	4-7-52	400 approx.	Cost of living increase under GWR 8. An additional 3.5¢ increase subject to WSB approval. Half of health and accident insurance to be paid by company has been approved by WSB. Previous average wage rate was \$1.20 an hour, effective 10-1-51. Wage reopening anytime on 60 days' notice. There is no escalator clause in the contract. (United Paperworkers, CIO)
Battle Creek Box Company	WE	\$.06 hr.	6-1-52	30	Wage reopening 12-9-52. Previous average wage rate was \$1.25 an hour. (United Paperworkers, CIO)
Battle Creek, Mich.					
Behr-Manning Corp.	WE	\$.03 hr. and 2%	5-1-52	1,350	The 2% is subject to WSB approval. Previous average wage rate was \$1.543 an hour, effective 10-22-51. Wage reopening 5-1-52. (Int'l Bro. of Paper Makers, AFL)
Troy, N. Y.					
Dixie Cup Company	WE	\$.08 hr.	3-17-52	234	Three cents of increase subject to WSB approval. Date of settlement was 5-28-52. Wage reopening 3-53. Additional 4¢ to be effective 10-1-52 if approved by WSB. (Int'l Bro. of Pulp, Sulphite and Paper Mill Workers, AFL)
Ft. Smith, Ark.					
Downington Paper Company	WE	\$.02 hr.	4-1-52	358	Increase has been approved by WSB. Previous average wage rate was \$1.505 an hour. Three weeks' vacation after 15 years and 3 days off with pay in case of death in immediate family. Increase in surgical and accident weekly benefits with a sliding scale to \$60. Wage reopening 9-9-52. (United Paperworkers, CIO)
Downington, Pa.					
	S	\$.02 hr.	4-1-52	68	Same benefits as above. (No union)
Gebhart Folding Box Company	WE	\$.02 hr.	5-9-52	85	Previous average wage rate was \$1.35 an hour, effective 11-14-51. Application for a further 3.4% increase has been filed with WSB. Provision has been made for a three week vacation pay of 120 hours to those with 15 years or more of seniority. Wage reopening 11-8-52. (United Paperworkers, CIO)
Dayton, O.					
International Paper Company	WE	\$.02 hr.	6-1-52	4,500	Two weeks' vacation after 3 instead of 5 years. Non-contributory group hospital and surgical plan allowing \$21 per day for hospitalization and \$250 maximum for surgical benefits. Settlement dependent upon WSB approval. Wage reopening on 30 days' notice. (Int'l Bro. of Pulp, Sulphite and Paper Mill Workers, AFL; Int'l Bro. of Paper Makers, AFL; Int'l Bro. of Firemen and Oilers, AFL)
Niagara Falls, North Tonawanda, Ticonderoga, Palmer, N. Y.; York Haven, Pa.; Livermore Falls, Me.					
The Jackson Box Company	WE	\$.04 hr.	5-5-52	280	The increase is subject to WSB approval. Good Friday added as paid holiday. (Int'l Bro. of Pulp, Sulphite and Paper Mill Workers, AFL)
Cincinnati, O.					
John A. Manning Paper Company, Inc.	WE	\$.03 hr.	6-1-52	328	Granted under GWR 8, revised. Additional 4¢ an hour granted under GWR 17 is subject to approval of WSB. Vacations extend to 4 weeks for employees with 25 years of service. (Int'l Bro. of Paper Makers, AFL)
Troy, N. Y.					
Otsego Falls Paper Mills, Inc.	WE	\$.03 hr.	3-3-52	97	Date of settlement 4-1-52. Previous average wage rate was \$1.437 an hour. (United Paperworkers, CIO)
Otsego, Mich.					
Pacific Display Card Company, Inc.	WE	\$.065 hr.	1-7-52	n.a.	An escalator clause as of 1-52 was included in the contract. Wage reopening 1-7-53. (United Paperworkers, CIO)
New York, N. Y.					
Pollack Paper Corp.	WE	\$.03 to \$.05 hr.	11-12-51	105	(Int'l Printing Pressmen and Assistants' Union, AFL)
Ala., Ga., O., Tex.					
Richardson Taylor-Globe Corp.	WE	see remarks	5-5-52	175	Increase granted under GWR 8, section 4, revised. Subject to WSB approval. Pension plan and seventh paid holiday effective 1954. Wage reopening 6-3-53. Previous average wage rate was \$1.518 an hour. (Int'l Bro. of Pulp, Sulphite and Paper Mill Workers, AFL)
New York, N. Y.					
St. Regis Paper Company	WE	\$.02 to \$.05 hr.	3-17-52	575	Date of settlement 5-1-52. Previous average wage rate was \$1.37 an hour, effective 10-51. Company to pay 60% of revised group insurance plan which has been approved. Wage reopening at anytime. (Int'l Bro. of Paper Makers, AFL)
Kalamazoo, Mich.					

Wage Adjustments Announced Prior to July 15, 1952—Continued

Company	Type of Worker ¹	Increase			Remarks
		Amount	Date Effective	Number Affected	
Sefton Fibre Company Piqua, O.	WE	\$.06 hr.	4-21-52	135	Four cents to be effective when approved by WSB. Contract expires 4-22-53. (United Paperworkers, CIO)
Star Sample Card Company New York, N. Y.	WE	\$.2 wk.	12-19-51	20	Previous average wage rate effective 12-19-50 was \$1.04 an hour. Wage reopening 12-15-52. (United Paperworkers, CIO)
Wortendyke Manufacturing Company Richmond, Va.	WE	\$.06 hr.	3-15-52	200	Approved by the WSB. Wage reopening 4-15-53. Date of settlement 4-15-52. (United Paperworkers, CIO)
<i>Oil Companies</i>					
The American Oil Company Interstate	WE	\$.15 hr.	5-19-52 to 5-22-52 approx.	400	The wage adjustment is subject to WSB approval. Wage reopenings range from 11-52 to 2-53. (Oil Workers Int'l Union, CIO)
Bay Petroleum Corp. McPherson, Kan.	WE	\$.15 hr.	5-28-52	43	Previous average wage rate was \$1.85 an hour, effective 12-18-50. Wage reopening 5-28-53. Increased shift differential granted. (Oil Workers Int'l Union, CIO)
	S	\$.15 hr.	7-1-52	5	Previous average wage rate was \$1.35 an hour, effective 10-16-51. Wage reopening 7-1-53. (Oil Workers Int'l Union, CIO)
Petroleum Exploration Barbourville, Ky.	WE	\$.03 hr.	4-18-52	28	Cost of living increase under GWR 8. Additional 5¢ to be effective 5-1-52 is subject to WSB approval. Previous wage rate ranged from 94¢ per hour to \$1.39, effective 11-1-51. Wage reopening 5-1-53. (United Construction Workers, UMW, ind.)
Pure Oil Company Newark, O.	WE	\$.15 hr.	4-2-52	250	WSB approval has been received. No reopening date specified. (Oil Refinery Employees Independent Ass'n)
Shell Oil Company Wood River, Ill.	WE	\$.06 hr.	5-1-52	225	Subject to approval by WSB. Additional holiday and an increase in shift differentials granted. (Int'l Ass'n of Machinists, AFL)
Standard Oil Company of Texas El Paso, Tex.	WE	see remarks	5-1-52	160	Increase is 7.5% of 12-31-51 wages. Previous average wage rate was \$1.98 an hour. Night shift differential increased from 4¢ and 6¢ to 6¢ and 12¢ an hour. WSB approval has been received. Wage reopening 3-1-53. (Int'l Union of Operating Engineers, AFL)
<i>Primary Metal Industries</i>					
Ampco Metal, Inc. Milwaukee, Wis.	WE	\$.07 hr.	3-1-52	542	Includes 3¢ cost of living, 2¢ intraplant inequity and 2¢ productivity increase. Subject to WSB approval. Percentage change based on Milwaukee index. Increased group insurance from \$2000 to \$3000 and increased weekly disability benefits from \$30 to \$35. Wage reopening 3-1-53. (UAW, CIO)
	S	\$.8 wk.	3-1-52	300	Same benefits as above. (No union)
<i>Printing and Publishing</i>					
C. T. Dearing Printing Company ... Louisville, Ky.	WE	\$.08 hr.	6-9-52	46	WSB approval is required. Previous average wage rate was \$1.708 an hour. Six month renewal of cost of living, granting 1¢ for every 1 point rise in index. (Int'l Stereotypers' and Electrotypers' Union, AFL)
Marathon Corp. Rothschild, Wausau, Ashland, Wis.; Menominee, Mich.	WE	\$.02 hr.	5-1-52	3,100	Settlement dependent on WSB approval. Additional 2¢ increase effective 11-1-52. Previous rate \$1.40 for 8 hour day. Funeral leave and holiday pay in addition to pay for time worked on Memorial Day and Thanksgiving. Wage reopening on 60 days' notice. (Int'l Bro. of Pulp, Sulphite and Paper Mill Workers, AFL; Int'l Bro. of Paper Makers, AFL)
<i>Professional, Scientific and Controlling Instruments, Watches and Clocks</i>					
W. & L. E. Gurley Troy, N. Y.	WE	\$.0685 hr.	4-7-52	181	WSB approval has been received. Previous average wage rate was \$1.476 an hour. Wage reopening 10-7-52. (UMW, ind.)
Minneapolis-Honeywell Regulator Co. Minneapolis, Minn.	S	\$15 to \$55 mo.	5-1-52	1,046	Liberalized pension, vacation and overtime payment plans granted. Previous wage rate was \$390 a month effective 8-1-51. Settlement is subject to WSB approval. One year contract expires 5-1-53 with no reopenings. (Minneapolis Federation of Honeywell Engineers, ind.)
The United States Time Corp. Little Rock, Ark.	WE	\$.06 hr.	4-6-52	38	Previous average wage rate was \$1.925 an hour. Date of settlement was 6-1-52. Wage reopening 12-1-52. (Int'l Ass'n of Machinists, AFL)

Wage Adjustments Announced Prior to July 15, 1952—Continued

Company	Type of Worker ¹	Increase			Remarks
		Amount	Date Effective	Number Affected	
<i>Public Utilities</i>					
Buzzards Bay Gas Company	WE	\$.05 hr.	3-1-52	42	Increase has been approved by WSB. Shift differential increased. Previous average wage rate was \$1.31 an hour, effective 1-16-52. Wage reopening when company receives natural gas. (Dist. 50, UMW, ind.)
Hyannis, Mass.					
Citizens Gas Company of Hannibal . .	WE	\$.02 hr.	6-1-52	28	Additional allowance of approximately \$2.50 a month per employee for medical and hospital service is subject to WSB. (United Gas, Coke and Chemical Workers, CIO)
Hannibal, Mo.					
S	\$.02 hr.	6-1-52	8		Same as above. (No union)
Consumers Power Company	WE	\$.115 hr.	3-1-52	4,545	Date of settlement 6-20-52. Additional 2.5¢ effective 4-1-52. Previous average was \$1.70 an hour, effective 10-1-51. Additional holiday, Presidential Election Day. WSB approval is required. Wage reopening after 10-1-52. (Utility Workers Union, CIO)
Jackson, Mich.					
The Dayton Power & Light Company	WE	2.368%	3-2-52	1,874	Approved by WSB. Previous average hourly wage rate was \$1.618 effective 8-26-51. Date of settlement 3-31-52. (Utility Workers Union, CIO)
Dayton, Ohio					
S	4.668%	3-2-52	310		Increase includes a 2.3% general increase which was granted to wage earners on 8-26-51. (No union)
Nashville Gas Company	WE	7.6%	1-10-52	179	Approved by WSB. Previous wage rate was \$1.22 an hour, effective 7-10-51. Contract expires 7-10-53.
Nashville, Tenn.					
S	5%	3-31-52	77		Approved by WSB. Previous rate was \$1.27 an hour, effective 10-1-51. (No union)
New Britain Gas Light Company . . .	WE	\$.0889 hr. average	4-1-52	47	WSB approval has been received. Previous average wage rate was \$1.9881 an hour, effective 4-1-51. Wage reopening 4-1-53. (Dist. 50, UMW, ind.)
New Britain, Conn.					
Public Service Company of New Hampshire	WE	5.35%	12-31-51	n.a.	Previous average wage rate was \$1.25 an hour, effective 11-5-50. Wage reopening 1-1-53. Union increases in hospitalization insurance and minimum call-out allowance. (Dist. 50, UMW, ind.)
Nashua, N. H.					
Public Service Electric & Gas Company	S	7.5%	5-2-52	n.a.	Previous average salary was \$69.09 a week. Upgrading pay after 1 hour in higher classification instead of after 4 hours. Overtime meal allowance increased by 25¢ per meal. Fringe benefits and 3.76% of the increase is dependent upon WSB approval. Wage reopening 5-2-53. (Office Employees Int'l Union, AFL)
New Brunswick, Camden, Irvington, Trenton, N. J.					
San Diego Gas & Electric Company . .	WE	4.6% and \$.03 hr.	3-2-52	1,970	Included are 620 non unionized employees. Date of settlement was 6-2-52. Increase subject to WSB approval. Wage reopening if CPI shows 2% increase over 1-15-52 index. Contract expires 3-1-53. Previous wage rates averaged \$1.79 an hour for IBEW and \$1.61 for non unionized. (Int'l Bro. of Electrical Workers, AFL)
San Diego, Calif.					
S	4.6% and \$.03 hr.	3-1-52	130		Subject to WSB approval. Previous average wage rate was \$3.18 an hour. (No union)
<i>Retail Trade</i>					
Bloomingdale Brothers, Inc.	WE	\$.075 hr.	3-1-52	2,600	Increase in minimum rate of 5¢ an hour. Additional payments of 2.5% of payroll for medical benefits, effective 10-1-52. Progressions after 12 and 18 months' service added. Wage reopening 3-1-53. (Distributive, Processing and Office Workers, ind.)
New York, N. Y.					
Stern Brothers	WE	\$.075 hr.	2-4-52	n.a.	Selling and non-selling employees included. Increased minimum hiring rates, and granted new benefits in the medical plan with management contribution to the security plan. (Distributive, Processing and Office Workers, ind.)
New York, N. Y.					
<i>Stone, Clay and Glass Products</i>					
Alabama Cement Tile Company	WE	\$.10 hr.	5-16-52	166	The wage adjustment is dependent on WSB approval. (Int'l Union of Mine, Mill and Smelter Workers, ind.)
Birmingham, Ala.					
Johns-Manville Corp.	WE	8%	4-28-52	123	Of the increase 3.5% is subject to WSB approval. Three weeks' vacation after 15 instead of 25 years granted. Previous average wage rate was \$1.31 an hour, effective 10-30-50. (Dist. 50, UMW, ind.)
Billerica, Mass.					

Wage Adjustments Announced Prior to July 15, 1952—Continued

Company	Type of Worker ¹	Increase			Remarks
		Amount	Date Effective	Number Affected	
Nashua, N. H.	WE	8%	4-28-52	382	Three weeks' vacation after 15 years instead of 25. Double time for Sunday when seventh consecutive day worked in workweek. Fringe benefits and 4.5% of increase is subject to WSB approval. Previous average wage rate was \$1.348 an hour, effective 10-30-50. Wage reopening 4-30-53. (Dist. 50, UMW, ind.)
Libbey-Owens-Ford Glass Company . . Interstate	WE	\$0.08 hr.	5-15-52	8,000	Additional 2¢ increases to be effective 11-15-52, 5-15-53 and 11-15-53. Joint negotiation with Pittsburgh Plate Glass Company with a combined average wage rate of \$1.9227 an hour prior to this settlement. Three additional paid holidays making a total of 6 and 3 weeks' vacation after 15 years' service. WSB approval is required. A GM-type escalator clause granting 1¢ an hour is new in the contract and is subject to WSB approval. Wage reopening 5-15-54. (Fed. Glass, Ceramic and Silica Sand Workers, CIO)
	S	see remarks	5-15-52	2,200	Increase of \$20 per month for non exempt employees and \$26 a month for exempt. Same benefits as above. Increase subject to WSB approval. (No union)
Medusa Portland Cement Company . . Interstate	WE	see remarks	see remarks	1,074	Increases to five plants were 10¢ an hour across-the-board plus an average of 2¢ per hour per employee to adjust inequities. Plant in York, Pa. granted 8¢ across-the-board and 4¢ inequity. Liberalized vacation, holiday pay, and shift differential plans. Effective dates from 4-1-52 to 6-1-52. All are one year contracts. (United Cement, Lime and Gypsum Workers, Int'l Union, AFL)
<i>Textile Mill Products</i>					
American Woolen Company . . Interstate	WE	no change	5-26-52	n.a.	Reduced benefits on vacations and paid holidays. WSB approval has been received. Escalator clause grants 1¢ for each 1.18 point rise in the index. Wage reopening 3-15-53. (Textile Workers Union, CIO)
Bates Manufacturing Company . . Maine	WE	\$0.077 hr.	6-23-52	6,000	Previous average straight time was \$1.40 an hour, effective 1-1-52. Escalator clause granting 1¢ for each 1.32 point increase in BLS old index has been declared inoperative by arbitration until 3-15-53, date of wage reopening. (Textile Workers Union, CIO)
Bemis Brothers Bag Company . . Houston, Tex.	WE	\$0.09 hr.	3-24-52	330 approx.	Four cents is subject to WSB approval. Additional paid holiday making a total of 7. Previous average wage rate was \$1.09 an hour. Escalator clause grants 1¢ an hour for each 1.63 point change in BLS index, new series. (Textile Workers Union, CIO)
Bird & Son, Inc. East Walpole, Norwood, Mass.; Phillipsdale, R. I.	WE	\$0.035 hr.	11-18-51	2,000	Dates of settlements were from 1-29-52 to 3-25-52 and made retroactive. Seventh holiday added and increase of 2¢ for third shift premium to 10¢ an hour subject to WSB approval. Company to make up difference between jury pay and normal pay. (United Paperworkers, CIO; United Rubber, Cork, Linoleum and Plastic Workers, CIO; Eastern Building and Roofing Employees Union, ind.)
	S	\$75 yr.	11-19-51	325	Increase affects non-exempt salaried employees. (No union stated.)
Rock River Cotton Company . . Janesville, Wis.	WE	no change	6-1-52	25	Three hours off with pay on Good Friday was granted. Wage reopening 6-1-53. (United Textile Workers, AFL)
<i>Transportation</i>					
Milwaukee Electric Railway & Transport Company . . Milwaukee, Wis.	WE	7.36%	1-1-52	130	Date of settlement 4-17-52. WSB approval dated 7-3-52. Monthly adjustment of wages to BLS adjusted index granted 1¢ an hour for each 1.1 rise over 3-15-52 base. Wage reopening 4-1-53. (Office Employees Int'l Union, AFL)
Pan American World Airways, Inc. . . New York, N. Y.	WE	\$1.125 hr.	2-2-52	3,100	Date of settlement 6-5-52. Additional 4¢ increase to be effective 8-2-52. Previous average was \$1.371 an hour. The increase is subject to approval by the Railroad and Airline Wage Board. Wage reopening 8-2-53. (Bro. of Railway and Steamship Clerks, AFL)

Wage Adjustments Announced Prior to July 15, 1952—Continued

Company	Type of Worker ¹	Increase			Remarks
		Amount	Date Effective	Number Affected	
Sierra Railroad Jamestown, Calif.	WE	\$.15 hr.	1-1-52	65	Date of settlement 4-15-52. WSB approval has been received. Wage reopening 1-1-54. (Int'l Bro. of Teamsters, Chauffeurs, Warehousemen and Helpers, AFL; Bro. of Railroad Trainmen, ind.; Bro. of Locomotive Firemen and Engineers, ind.; Sierra Railroad Employees Union, ind.)
	S	\$.30 mo.	1-1-52	10	Same as above. (Sierra Railroad Employees Union, ind.)
Syracuse Transit Corp. Syracuse, N. Y.	WE	\$.095 hr.	5-1-52	447	The increase is partially subjected to WSB approval. Date of settlement was 5-19-52. Wage reopening 5-1-53. (Amal. Ass'n of Street, Electric Railway and Motor Coach Employees, AFL)
<i>Transportation Equipment</i>					
Le Roi Company Milwaukee, Wis.	WE	\$.08 hr.	12-17-51	675	Date of settlement 5-8-52. Cost of living clause under section 4 of GWR 8. Vacation week predicated on 45 hour week. Approved by WSB. Wage reopening 3-1-54. (UAW, CIO)
Pacific Airmotive Corp. Burbank and Chino, Calif.	WE	8%	see remarks	2,413	Of the increase 5% was effective 10-1-51 and 3% on 11-1-51. WSB approval was received 3-13-52. Previous average wage rate was \$1.728 an hour. Number affected includes 73 non union and 277 office workers union. (Int'l Ass'n of Machinists, AFL; AMSCO Employees, Inc., ind.)
<i>Miscellaneous</i>					
The Aetna Window Cleaning Company Cleveland, O.	WE	\$.25 hr.	4-1-52	65	Subject to WSB approval. Four additional paid holidays making total of 6, \$2000 life insurance policy and an accident and health policy paying \$30 a week for off the job accident or sickness. Average wage rate was \$1.65 an hour. Two year contract. (Building Service Employees, AFL)
Columbia Broadcasting Company Los Angeles, Calif.	S	15%	1-1-52	175	Previous rate averaged \$47.13 a week, effective 11-20-51. WSB approval has been granted. Date of settlement was 3-27-52. Wage reopening 2-28-53. (Office Employees' Int'l Union, AFL)
Johnson & Johnson New Brunswick, N. J.	WE	no change	5-15-52	1,600	Subject to WSB approval. Date of settlement 6-12-52. A \$2,000 life insurance to employees retiring after 5-15-52. Double indemnity insurance coverage increased. Wage reopening six months from contract date. (Textile Workers' Union, CIO)
Twentieth Century-Fox Film Corp. New York, N. Y.	S	\$12.03 wk. average	3-3-52	47	Date of settlement 5-15-52. Previous average salary was \$126.57 a week, effective 9-27-47 date of previous general increase. If national consumer index on 2-15-53 exceeds 192.9, wages to be increased, effective 3-2-53, by 1¢ per hour for every 1.7 points over 192.9. (Distributive, Processing and Office Workers, ind.)

¹ Type of Worker: WE, wage earner; S, salaried employee.
n.a., Not available.